



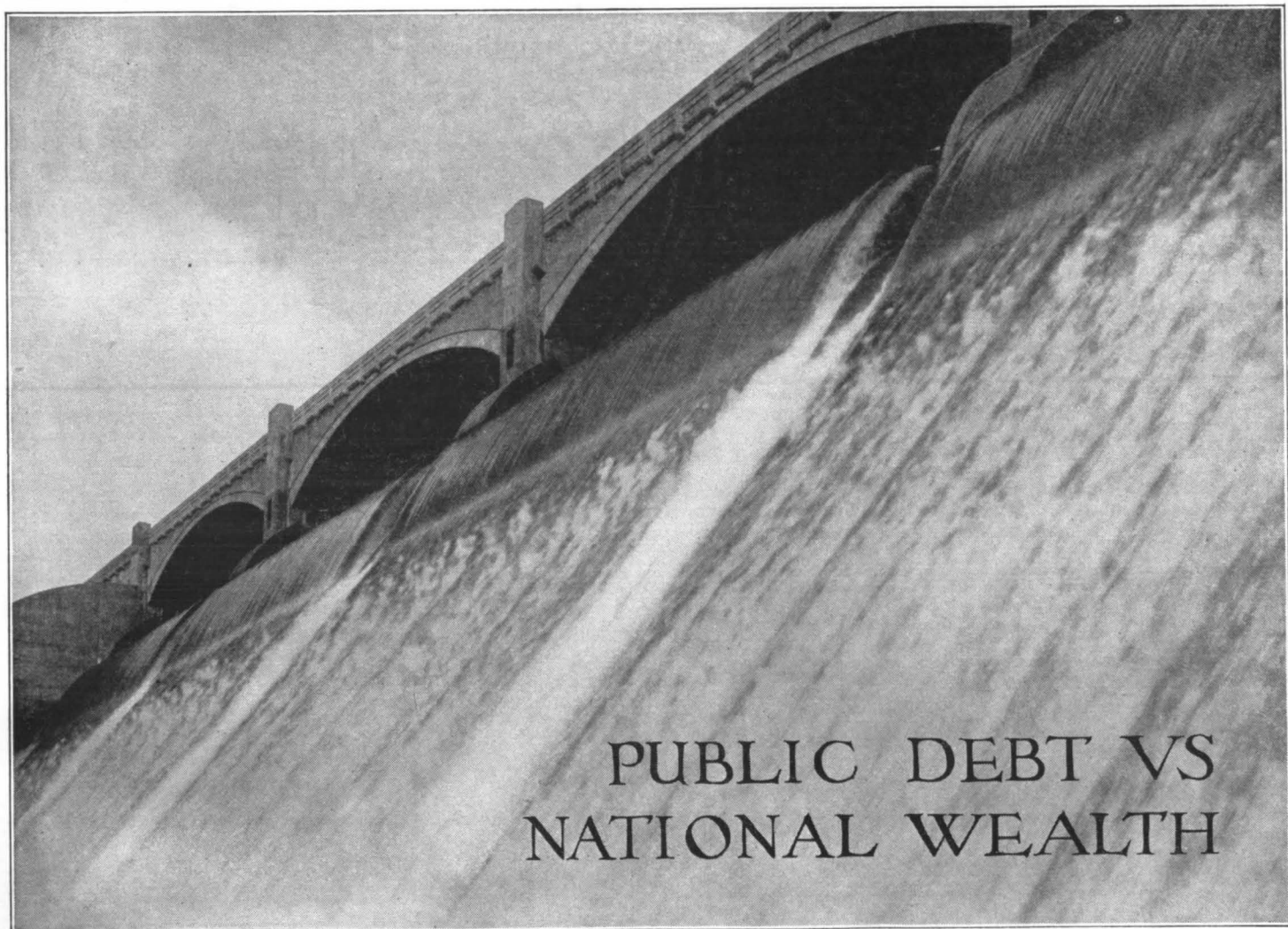
The Journal of ELECTRICAL WORKERS AND OPERATORS

RECORDING • THE • ELECTRICAL • ERA

VOL. XXXIV

WASHINGTON, D. C., DECEMBER, 1935

NO. 12



PUBLIC DEBT VS
NATIONAL WEALTH

CRAFT AND INDUSTRIAL
UNIONS IN GREAT BRITAIN



Christmas Comes Again

- ✱ . . . ALMOST BEFORE WE KNOW IT, Christmas will be here. THE CHRISTMAS TREE will be set up in the corner, the Christmas bells will ring, and on Christmas Eve Santa Claus will make his annual trip down the chimney.
- ✱ . . . UNION COOPERATIVE wishes to be among the first to bring greetings to its friends, and particularly to its policyholders, with best wishes for a joyous and heartwarming holiday season.
- ✱ . . . THERE IS STILL TIME to complete the life insurance matters you have in mind, so that a new policy will be ready to hang on the tree or place in the stocking for Christmas morning.
- ✱ . . . THAT LIFE INSURANCE may mean an education for Junior; or a retirement income for you and "the Missus"; or some other important event in the life of your family.

Merry Christmas To You!

**Union Cooperative Insurance
Association**

1200 Fifteenth Street, N. W.

Washington, D. C.



OFFICIAL ORGAN OF THE
**INTERNATIONAL
ELECTRICAL WORKERS AND OPERATORS**

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Magazine Chat

"If I had my way every mem-
ber would be compelled by law
to read the official Journal."
So a loyal reader of this
monthly compendium opined to
an international official re-
cently. We appreciate his idea
but—

It would do no good. You can
lead the mind to water but you
can not make it think. There
are some things in life that can
not be done by compulsion, and
education is one of them. A
reader will, or he won't. He
may be coaxed, but he can not
be whipped to attainment.

We are aware that many of
our members read the Journal
from cover to cover each
month. They have told us so.
And we believe they are in-
fluential men in the organiza-
tion, and growing more so.
There are others who never
look at it. They take the posi-
tion that their jobs are "prac-
tical" not theoretical, so what
the hell?

But the world is moving.
Conditions change. Life moves
rapidly these days. There is
much to learn—to know—and
men can not act wisely without
knowing. Electrical science is
a swiftly changing set of facts.
And no Brother can keep
abreast without reading his
Journal. The various locals do
things differently with varying
degrees of success, and these
projects are reported. Above all
else, the economic struggle
moves unevenly, and union men
must know in order to make
sensible decisions.

Business men are such boobs
—like Henry Ford, they de-
spise history. We don't want
labor men to be simpletons also.
We want them to be informed.
They can be, if they will.

R. Vance, of Jackson, Calif.,
writes to inform this Journal
that a correspondent confused
the speed of light with the
speed of sound. Light travels
at 186,000 miles per second,
but sound travels in air at 1,140
feet per second. We are glad
to have well-informed readers
check up on our well-informed
writers.

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Courtesy of the Treasury Department, Section of Painting and Sculpture

THE FAITHFUL MAIL MAN WINS PERPETUITY IN STONE.



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VOL. XXXIV

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NO. 12

How Big is a Big National Debt?

MESSRS. WIND AND STORM, political propagandists, who believe government should be operated on a shoe-string are filling the press nowadays with whines and whimpers about big national debt. What are the facts?

The total federal debt is approximately 30 billion dollars, or one-tenth of our national wealth. Viewing the United States as a corporation of approximately 125,000,000 stockholders, this federal indebtedness offers little to worry about. For instance, *railroad and public utility debt* in the United States under private leadership totals 30 billion dollars and the *financial indebtedness* of the United States totals 30 billion dollars. These estimates are made by the trade association section of the U. S. Department of Commerce. Other facts in the tabulation, the rise of the United States debt correlated with the rise in the national wealth, are as follows:

National Wealth=300 billion dollars
1915—200 billion dollars (approximate)

1935—300 billion dollars

Total Debt=150 billion dollars

Governmental 50 billion dollars

Federal=30 billion dollars

State=20 billion dollars

Real Estate Mortgages 40 billion dollars

Railroad and Public Utilities 30 billion dollars

Financial and Industrial 30 billion dollars

Total 150 billion dollars

Government Debts (Federal, state and local)

1915—6 billion dollars

1935—50 billion dollars (or about \$375 per capita)

Federal Debt, will=30.7 billion dollars by mid-1936

1919 (peak of World War expenditures) 26.6 billion dollars

1930 (early depression period) 16.0 billion dollars

1933 (at inauguration of Roosevelt) 20.9 billion dollars

1935 (October) 29.5 billion dollars

Mid-1936 (estimate by Roosevelt) 30.7 billion dollars.

Note the above figures are gross debts, not deducting assets of several billions in loans, etc.

Perhaps 90 per cent of the property class operate on a permanent debt basis as great as that of the U. S. Much excitement about matters of little importance.

| | National Wealth (Billions of Dollars) | Gross Public Debt (Federal) (Billions of Dollars) | Total Debt (Gov't and Private) (Billions of Dollars) |
|-------------|--|---|--|
| 1850 ----- | 7 | 0.63 | --- |
| 1860 ----- | 16 | 0.65 | --- |
| 1870 ----- | 30 | 2.4 | --- |
| 1880 ----- | 44 | 2.1 | --- |
| 1890 ----- | 65 | 1.1 | --- |
| 1900 ----- | 88 | 1.3 | --- |
| 1904 ----- | 107 | --- | --- |
| 1910 ----- | --- | 1.1 | --- |
| 1912 ----- | 186 | --- | --- |
| 1915 ----- | 200* | --- | 40* |
| (1912-'15) | | | |
| 1918 ----- | --- | 12.2 | --- |
| 1919 ----- | --- | 26.0 | --- |
| 1920 ----- | --- | 24.3 | --- |
| 1921 ----- | --- | 23.9 | --- |
| 1922 ----- | 321 | 22.9 | --- |
| 1923 ----- | --- | 22.3 | --- |
| 1924 ----- | --- | 21.2 | --- |
| 1925 ----- | --- | 20.5 | 80* |
| (1922-'25) | | | |
| 1926 ----- | --- | 19.6 | --- |
| 1927 ----- | --- | 18.5 | --- |
| 1928 ----- | --- | 17.6 | --- |
| 1929 ----- | 385 | 16.9 | --- |
| 1930 ----- | --- | 16.2 | --- |
| 1931 ----- | --- | 16.8 | --- |
| 1932 ----- | 301 | 19.5 | --- |
| 1933 ----- | --- | 22.5 | --- |
| 1934 ----- | --- | 27.1 | --- |
| 1935 ----- | 300* | 28.7 | 150* |
| Mid-1936 -- | --- | 30.7* | --- |

As pointed out before in the ELECTRICAL WORKERS JOURNAL the tests of the nation's solvency turn upon the value of government securities on stock exchanges of the world; public debt in relationship to population power; the public debt in its relationship to national wealth; and, the public debt in its relationship to national income. There is hardly an individual in the world who doesn't operate upon a debt basis and his debt basis runs perhaps from

*Approximate.
Source: U. S. Department of Commerce.

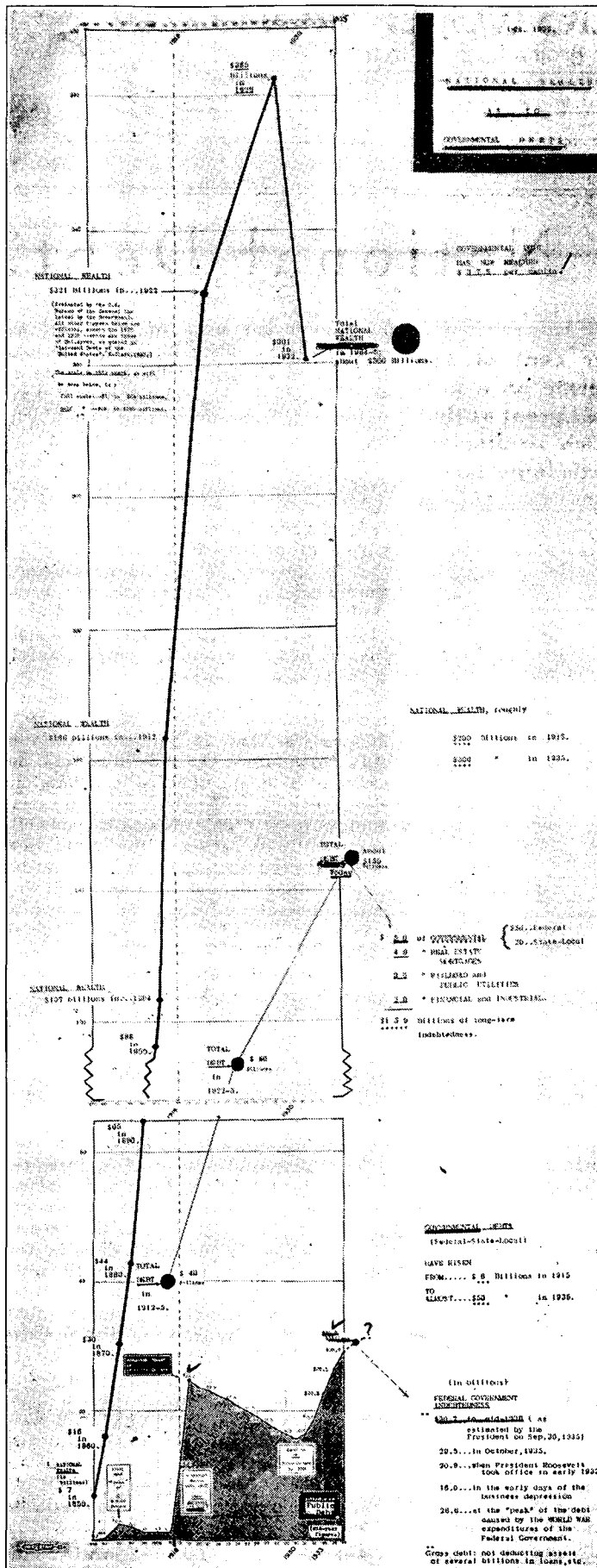
20 to 50 per cent of his total assets. Public utilities, including transportation and electric utilities, operate on settled debt basis. The railroads have notoriously gone on issuing bonds, wiping out the old issue by refunding, and issuing more bonds, which bonds, however, are counted as assets rather than liabilities. The whole charge that the federal government is running into dangerous ground is based upon the fallacy that the government should make money, should exist as private business does, for profit. And it is possible for the United States to carry many times more debt than it now carries with perfect safety if the people so choose.

The charts on this page show how lacking in sensation this ratio of under 50 to 300, or less than 20 per cent, really is. How fortunate is the individual who has assets of \$100 and debts of less than \$20. How envious is England of our small debt burden. That basically powerful and wealthiest nation in the world, next to the United States, has a debt burden of 40 billion dollars as compared with national wealth of about 90 billions, or a ratio of \$45 of debt to each \$100 of assets. In France we find a national wealth of 50 billion dollars and government debts of 20 billions, or a ratio of \$40 of debt to \$100 of wealth. England has a per capita debt of over \$850; France one of over \$500; the United States one of less than \$400 (against an average per capita wealth of \$2,400, a national wealth of 300 billions, and a population of 126,000,000.)

The graph shows at a glance the growth in total long-term debt of all types of this country, from a pre-war total of 40 billion dollars to the present 150 billions. Government debt in this time rose from six to 50 billions, but the World War brought about a 25 billion dollar increase in this government debt. For the remainder we have the increases in our national wealth represented by the most modern schools, roads, and public works in the world, though there is much yet to be done.

Not only is our debt burden far less than that of other leading industrial nations, but here, as is not the case in many foreign lands, all debts are domestically owned!

There is no sounder investment than a U. S. government bond. Our federal debt could be 20 billion dollars larger than its present total of 29 billions and still be far less than that in England, on



Data drawn from decades of American history revealed the increase of public debt, but also the uprush of national wealth.

either a per capita basis or on a percentage of national wealth basis. We must use utmost care in expenditures on unemployment relief, as with any expenditures, but viewed in the cold light of the indisputable statistics presented above, and in the accompanying chart, there is no excuse for the present volume of "verge of bankruptcy" statements. In 1935 federal funds are (directly and through grants to states and communities) going out at the rate of *three billion dollars annually*—to the some 20 million persons on relief, including dependents, or about *\$150 per person each year*. Six years of depression from which we are now rapidly recovering, have brought about almost 15 billion dollars increase in all forms of governmental indebtedness; or from 35 to 50 billion dollars, to prevent starvation throughout the nation. This aim has been accomplished. The physical health and morale of our 126 million population has been kept at a high level through the most severe depression in the nation's 160 years of independent existence. These 15 billion dollars have not been lost to foreign lands and in the past three years our national wealth has increased (averaging several estimates) from 25 to 40 billion dollars.

In 1934 the research department of the International Brotherhood of Electrical Workers made a study of the debt per capita of various countries of the world. This table is as follows:

| Country | Month and Year | Public Debt (Millions of Dollars) | Population (Thousands) | Debt per Capita |
|----------------|----------------|-----------------------------------|------------------------|-----------------|
| Argentina | 5-'32 | 1,643 | 11,847 | \$139 |
| Belgium | 11-'32 | 1,552 | 8,130 | 191 |
| Canada | 1-'32 | 2,376 | 10,377 | 229 |
| Czechoslovakia | 1-'33 | 1,124 | 17,726 | 63 |
| France | 12-'32 | 11,403 | 41,835 | 273 |
| Germany | 3-'31 | 2,702 | 65,300 | 41 |
| Great Britain | 3-'33 | 37,204 | 46,189 | 805 |
| Holland | 1-'33 | 993 | 8,062 | 123 |
| Hungary | 3-'33 | 366 | 8,688 | 42 |
| Italy | 3-'33 | 4,648 | 41,806 | 111 |
| Japan | 1-'33 | 3,364 | 64,448 | 52 |
| Spain | 12-'30 | 3,910 | 28,719 | 136 |
| United States | 12-'34 | 27,189 | 122,775 | 221 |

National Income on Rise Cuts Debt

R. L. Duffus, special writer for the New York Times, throws further light on the problem of national debt:

America's productive enterprises, including agriculture, went more than \$26,000,000,000 into the red during the years 1930 to 1934 inclusive, according to a recent Department of Commerce report written by Robert R. Nathan, chief of the income section of the Division of Economic Research in the Bureau of Foreign and Domestic Commerce.

From a total of \$81,034,000,000 income produced in 1929 in the form of goods and services, America's production dropped to \$39,545,000,000 in 1932, then made a partial recovery to \$48,561,000,000 in 1934. The year 1935 will probably show a higher total, although it did not enter into Mr. Nathan's calculations. In his compilation he treats national income produced as the total dollar value of all commodities produced and services rendered, "less the value of raw materials depleted and capital equipment worn out."

During the period covered income paid out in the form of wages, salaries and returns on capital, though dropping heavily, were partly maintained out of surplus. Wage-earners, salary earners and investors, in other words, received billions more than the dollar value of goods and services actually produced.

The Record Since 1929

Between 1929 and 1934 these two factors—income produced and income paid out—went through the following gyrations (in millions of dollars):

| Year | Income produced | Income paid out |
|------|-----------------|-----------------|
| 1929 | \$81,034 | \$78,632 |
| 1930 | 67,917 | 72,932 |
| 1931 | 53,584 | 61,704 |
| 1932 | 39,545 | 48,362 |
| 1933 | 41,889 | 44,940 |
| 1934 | 48,561 | 50,189 |

From a profit of \$2,402,000,000 in 1929, business, including agriculture, dropped to a loss of \$8,817,000,000 in 1932 and recovered by 1934 so that its

loss for that year was only \$1,628,000,000. For the five years from 1930 to 1934 inclusive its losses thus reached the appalling total of \$26,631,000,000. This sum was not, of course, created out of thin air. It must have been drawn out of profits of fat years.

If we take four major divisions of the productive system we find that they all lost heavily between 1929 and 1932, and that all have recovered somewhat since the latter date.

Agriculture dropped from \$7,159,000,000 in 1929 to \$2,335,000,000 in 1932, then, largely under the influence of the AAA, climbed back to \$4,451,000,000 in 1934. Manufacturing fell from an income of \$19,308,000,000 in 1929 to \$5,623,000,000 in 1932, and got back to \$9,791,000,000 in 1934. The corresponding figures for trade are \$10,955,000,000 in 1929, \$5,254,000,000 in 1932 and \$6,340,000,000 in 1934.

The service industries differed from the other three in reaching rock bottom in 1933 instead of 1932. They had an income of \$9,207,000,000 in 1929, \$4,957,000,000 in 1933 and \$5,802,000,000 in 1934.

More light on the picture is thrown by the percentages of the total national income which each of the four major divisions produced in 1929, in 1932 and in 1934. These are as follows:

| | 1929 | 1932 | 1934 |
|---------------------|------|------|------|
| Agriculture | 8.8 | 5.9 | 9.2 |
| Manufacturing | 23.8 | 14.2 | 20.2 |
| Trade | 13.5 | 13.3 | 13.1 |
| Service | 11.4 | 13.6 | 11.9 |

The relations among the four divisions were apparently badly out of kilter in 1932 but by 1934 had come back to something approaching normal. Agriculture and service have gained slightly in their percentages, while manufacturing and trade have lost ground. Service, for some reason, reached its percentage peak in 1932—the worst depression year—lending some support to the theory that the slack of technological unemployment may eventually be taken up by an increase in activity of the service industries and occupations.

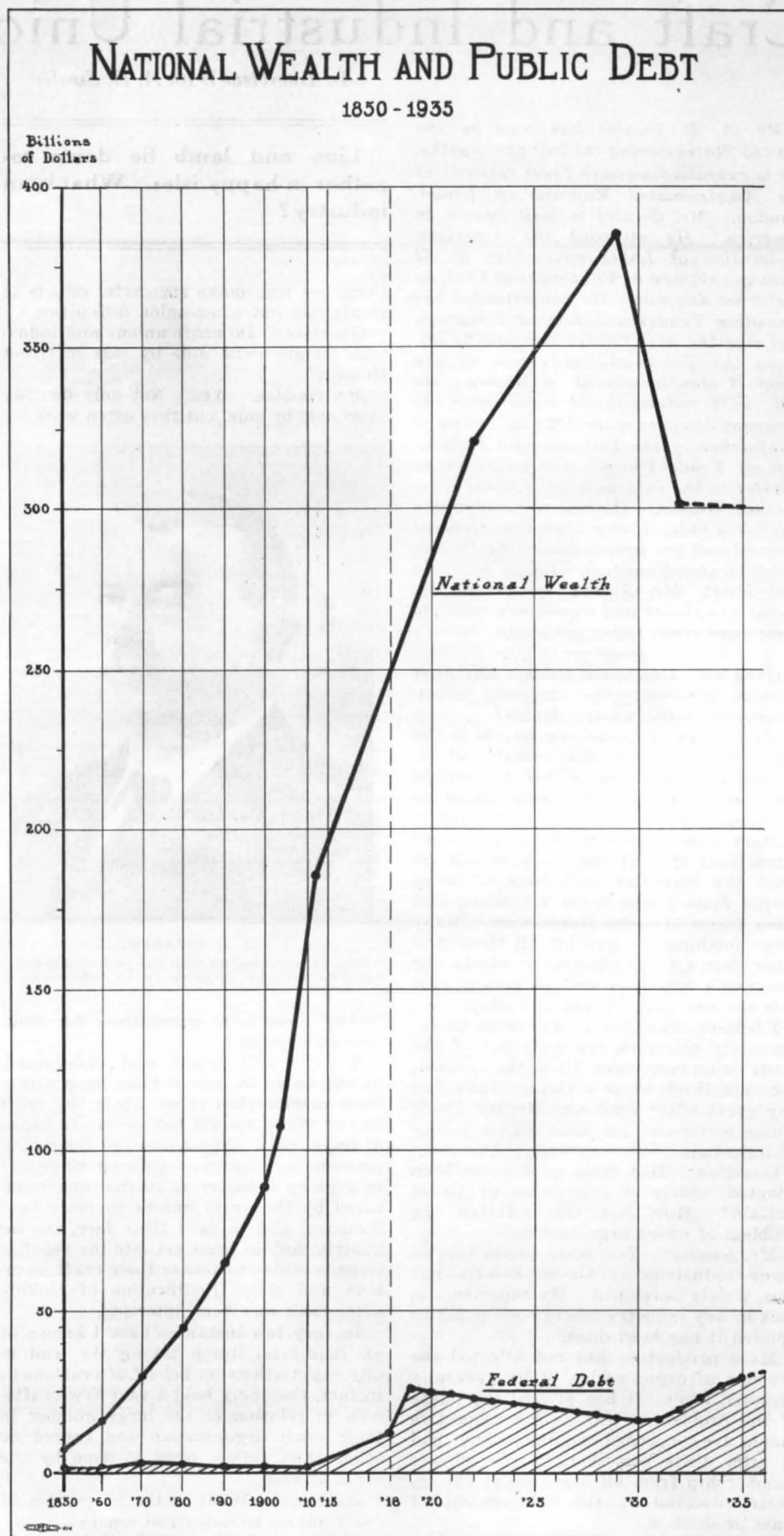
The other industries which gained proportionately—that is, had a larger share of the depleted national income in 1934 than in 1929—were electric light and power and gas, and communication. During the same period mining, construction and finance all lost ground relatively. Construction, the hardest hit, dropped from 4 per cent of the national income in 1929 to 1.5 in 1934.

Government's Share

Government is included among the productive industries for the purposes of this comparison. Its share of the income produced rose from 8.4 in 1929 to 17.3 in 1934. This estimate takes in all government agencies and includes income produced by work-relief projects.

Since income paid out is largely used to buy goods or services, or to finance the system which creates goods and services, there is a direct relationship

(Continued on page 548)



Comparative magnitude of national wealth and public debt as simplified from data contained in chart on opposite page.

Craft and Industrial Unions in Britain

An Interview With A. B. Swales

Mr. A. B. Swales has been in the United States during the last two months. He is executive member (just retired) of the Amalgamated Engineering Union, London. Mr. Swales is well known in America. He attended the American Federation of Labor convention at El Paso in 1924 and at Vancouver in 1931, as fraternal delegate. He has attended the Canadian Trades and Labour Congress, and was the first British delegate to address the Triennial Convention of the Trade Union movement in Mexico. He has wide international experience, is frequent delegate since 1920 to Triennial Conference of the International Federation of Trade Unions, and as technical adviser to the International Labour Conference, Geneva. He is a member of the British Trades Union Congress General Council and has presided over the British Trade Union Congress. Large of brain and heart, Mr. Swales brings ability, sound knowledge and uncommon sense to bear upon trade union problems.

Question: Has Great Britain anything to compare with the company union movement in the United States?

Mr. Swales: I should say, no, not in the sense that the firms deliberately set up unions in opposition to the recognized trade union movement. Some firms do encourage their employees to belong to welfare schemes, sports clubs and other attractions of that character, which detract the attention and time of work people from trade union activities, and other forms of social intercourse. Many large combines do provide all these and other forms of organization within the company's activities and of course provide the necessary financial outlay.

I believe these things are done to deliberately sidetrack the activities of the trade union movement. Up to the moment, I do not think these activities have had any great effect upon our British Trade Union movement but have been a source of irritation.

Question: Has mass production been adopted widely in industries of Great Britain? How has this affected the problem of union organization?

Mr. Swales: Yes, mass production in many industries in Great Britain has been widely developed. My experience is that in any industry where such could be applied it has been done.

Mass production has not affected the problem of organization in its generally accepted term. It has altered the phase of the problem so far as the respective unions are concerned and unions have had to alter their constitutions to embrace membership from all branches of the industry covered by the development of mass production.

The change of constitutions has led to some amount of internal conflict between union and union, but is closely watched by the General Council of the Trade Union

Lion and lamb lie down together in happy isles. What is an industry?

Congress who make successful efforts to straighten out inter-union difficulties.

Question: Do craft unions and industrial unions exist side by side in Great Britain?

Mr. Swales: Yes. Not only do they exist side by side, but they often work to-



A. B. SWALES

British labor leader who has just concluded a two months' sojourn in United States.

gether upon joint committees for well-devised objects.

As you will expect and understand, unions on an industrial basis have within their membership those whom the craft unions claim should belong to the union of their craft. Any movement for an improvement in hours or working conditions in a given industry is started and sponsored by the craft unions covering that industry, and to save their face, the industrial unions must get into the negotiations in order to please their craft members and claim justification of looking after their members' interests.

In very few instances have I known of an industrial union taking the lead in any negotiations on behalf of craftsmen; in fact, they only hold a very few craftsmen in relation to the large number in their craft organization and cannot do other than follow what is done by the craft unions.

Question: What is the proportion of craft unions to industrial unions?

Mr. Swales: It is difficult for me to give proportions without my being able to consult the records. In fact, I doubt that there is any register which gives the in-

formation in the precise form you ask for it.

I should say, offhand, there are considerably more craft organizations than organizations operating on industrial lines. In addition, there are, of course, unions catering for the laborers of all classes, which are neither craft unions nor industrial unions.

In the development of mass production much work that was skilled and operated by craftsmen is now semi-skilled and the operators are catered for by the laborers' organizations and competition for membership exists between craft and laborers' unions.

The craftsmen's chief complaint is that in the rush to obtain membership the standards established by craftsmen are not (in many instances) maintained, which lowers the standards established to the detriment of the craftsmen and the benefit of the employers.

Question: Do industrial unions tend to follow the mass production industries?

Mr. Swales: No, not necessarily. Unions alter their main rules and constitution to give effect to what they call industrial unions, i. e., every workman in a given industry to be in one union.

I have never yet met any one who has defined where one industry starts and where another industry finishes. Take my own industry, viz., engineering. I claim, and it cannot be denied, that engineering is a "key" industry. Yet those who talk of organization by industry say the engineers in railway shops, mines, the distributive trades, gas industry, etc., should be one in the above industrial organizations and not the "key" industry, viz., engineering. That means in order to pass over the few engineers in the above industries, and there are a mere handful in each union, the key industry union, viz., engineers' union, must be to that extent weakened.

It needs some "giant of intellect" to come along and show to all and sundry, where an industry ceases to be an industry, because the skill of the engineer is essential to all other industries.

Question: Are there frequent disputes between industrial and craft unions over jurisdiction?

Mr. Swales: This question I have answered in reply to your Question No. 2.

Disputes are not frequent. Probably the most persistent in recent years is the Miners Federation of Great Britain, who have been very active in recent years in claiming that all workmen employed in and around mines should be members of that union. This has led to conflict between the miners and craft unions representing engineers, electricians, boiler-makers, blacksmiths, enginemen and cranemen, carpenters and joiners, bricklayers, etc. The matter is in the hands of the General Council and the Trade Union Congress who are finding it difficult to

(Continued on page 544)

Purpose of Government is not Profit

"In a time of large involuntary unemployment, the real construction cost to the nation of any public work is zero.

"If there had been no bridge, the dollars would have lain idle. As it was they turned over and the bridge appeared out of idle men and idle material. It is salvaged waste. Waste salvaged is wealth made out of nothing.

"Whether the bridge is worth what it cost is therefore a question that has no real meaning. Whether the nation can afford public works is not a question of money. The nation can afford useful works, if the labor is available and no better use for the labor can be found. Forced idleness is what the nation cannot afford."

Thus with incisive good sense and courage David Cushman Coyle wades into the depths of popular controversy. In his book "Brass Tacks," published by the National Home Library Foundation, Washington, D. C., and selling for 25 cents, he does more to clarify contemporary problems than a dozen ordinary volumes of economics. Coyle is an engineer and incidentally a contributor to the *ELECTRICAL WORKERS' JOURNAL*. He makes no claim to being an economist but he brings the methods of the engineer to bear upon economic problems and they yield to his analysis. The book has the virtue of rich brevity. It would make a good textbook on public questions in public schools or in workers' education classes, and incidentally it answers all the stock arguments of reactionaries and vested interests with profound logic, sweet humor and reverential regard for facts. Mr. Coyle throws further light on government spending. He says:

"The income which we are not getting now because we stay in the depression is at least 40 billion dollars a year and probably nearer 80 billion dollars. Killing the depression involved doing something that will increase the national income 40 to 80 billion dollars a year above what it is in 1935."

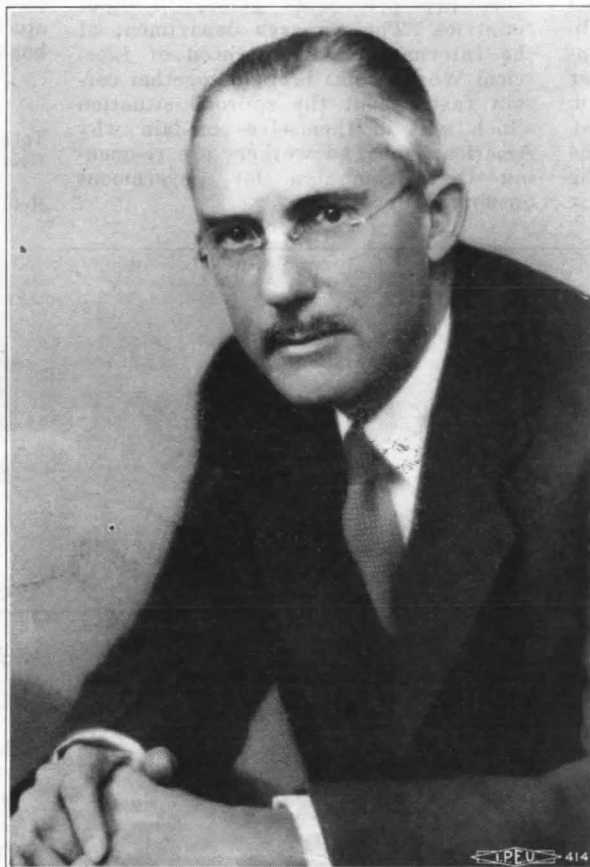
Labor unionists will be interested in what he further says:

"There would be other influences that would increase the rate of turnover, especially the effect of redistribution of income to people who have a faster rate of spending. It may, therefore, be taken as possible that a spending program of 10 billion dollars a year would increase the national income more than 25 billion dollars; probably the increase would be 40 or 50 billion dollars."

He explains this attack on public spending as follows: "This theory (that is of economy) originated in the general

—But to keep economic machine running smoothly. So says David Cushman Coyle in his important book "Brass Tacks." Should be read widely.

assumption prevailing in the early days of the depression that expenses must be charged to the people with small incomes so as to avoid taxing the large incomes." He thinks that the problem is not a ques-



DAVID CUSHMAN COYLE

He punctures good-naturedly but effectively fallacies of Wall Street.

tion of redistribution of wealth but the redistribution of income. Reactionaries opposing improvement usually spend hours with pen and pencil trying to prove that if you took all the existing wealth and re-divided it, each person would receive about \$400, and so the conclusion is that it is right for John D. Rockefeller to have 2,000 million dollars and for a railroad engineer to be drawing \$2,000 a year.

"Redistribution," says Coyle, "is not to make the poor richer by making the rich poorer, but to increase the income of the American people by improving

the ratio between spending and saving. Redistribution is not doing something that has never been done before, but is only shifting the emphasis between the old methods. We need to redistribute less by investment-and-loss and more by contribution and income taxation. Redistribution is not to readjust profits and wages, but to redistribute personal income."

Coyle joins the many modern thinkers in believing that modern industry has the materials, organization and equipment to usher in an age of plenty. He feels that the physical mechanism for an age of plenty is already built, and we need to adapt our economic mechanism to conform to the physical mechanism of industry.

Golden Age Possible

"Destiny is an irresistible force meeting a body that is not immovable. For a thousand generations we have dreamed of the Golden Age, when by magic power all men might have comfort and security. Now we have that power. We have learned the secret. Between the desire of the ages and the place of fulfillment stands only the crumbling mass of the old order that cracked in 1929. Through trials and mistakes, through clouds of propaganda and misrepresentation, baffled and confused the people stumble slowly forward. The people know that the means of security and comfort are in the world, and they can never rest nor be satisfied until they shall have broken through all barriers to their desire. That is destiny, and destiny is power.

"But destiny is a vague power. History is made by men and women, moved by destiny, fighting day by day in the dust and turmoil of the field of action. Power comes down to earth and makes things happen, in ordinary, common, rough and tumble politics. Things that happen are made to happen by senators and congressmen, presidents and governors, administrators and technical advisers, good and bad, bright and stupid, honest and not so honest. Back of them stand the people, the ultimate sovereign, with the right to say yes or no. The people want to know the facts, and the meaning of the facts."

The editor of the National Home Library series of books, which is an educational publishing organization to put classics upon the market at the low prices of 15 to 25 cents, thinks highly of "Brass Tacks." He says:

"During the course of the years I have pored over many a manuscript, and followed with interest the new works of

(Continued on page 545)

Wanted: 10 Million Readers For a Book

Public Ownership of Rails Throughout World

IN a small office in the building owned by "Labor," the national labor weekly in Washington, D. C., near Capitol Hill, sits a man who has been chosen by the 20 standard railroad unions to direct their fight before Congress for public ownership of the railroads. He is Arthur Keep, the veteran labor writer, acting editor of the Railroad Telegraphers' magazine. The re-appearance of the railroad unions in this particular economic arena apparently is more significant than any other event in these changing times. The railroad unions are familiar with the cause they are again espousing, for as early as 1922 the railroad unions espoused the so-called "Plumb Plan" for government ownership of railroads and unloosed upon this country a stream of ideas that have never ceased to leaven the capitalistic lump.

Three years ago the ELECTRICAL WORKERS' JOURNAL suggested that the submerged thought and activities of the railroad men were likely to bring back agitation for the Plumb Plan. We suggest that our readers see the March, 1933, issue of this JOURNAL.

The Plumb Plan has been described as a way station in the drive for industrial democracy in the transportation field. It is a proposal for government ownership combined with private operation. The government will own the railroads, but under the plan a single corporation will be organized for the special purpose of operating them. Labor, management, and the federal government are to share equally in the control of this corporation and representation on the board of directors.

A great deal has happened in the dozen years since this plan first made its appeal to American workers. But apparently nothing has happened that will tend to block the coming of public ownership. Railroad revenues have fallen off; railroad debts have increased; railroad failures have been augmented, and the merry round of refunding has gone on until already the United States has a great stake in the

American rail unions are now asking for what is accepted practice in many countries. Open office in Washington to resume agitation. Logical step.

ownership of the roads. Railroad workers believe that they are proposing nothing radical, nothing strange, inasmuch as the step seems the logical next step in the evolution of modern transportation, and there are precedents galore in other countries. The research department of the International Brotherhood of Electrical Workers has brought together certain facts about the railroad situation which will in themselves explain why American railroad workers are re-opening their campaign for government ownership.



Men who run the great trains of the nation now believe that the nation should own and operate the railroads.

CONDITION OF RAILROADS

Capitalization of Railroads 1933 (All Railroads Reporting to Interstate Commerce Commission):

| | |
|--------------------------------|------------------|
| Common stock outstanding | \$8,057,000,000 |
| Preferred stock outstanding | 2,042,000,000 |
| Funded debt outstanding | 14,624,000,000 |
| Total R.R. capital outstanding | \$24,723,000,000 |
| Capital held by railroads | 5,892,000,000 |
| Net capitalization | \$18,831,000,000 |

Of the \$18,831,000,000 of railroad securities outstanding in the hands of the public in 1933, \$7,175,000,000 represented stocks and \$11,656,000,000 represented bonds.

Bonded Indebtedness, 1933

| | |
|-------------------------|------------------|
| Total bonds outstanding | \$14,624,000,000 |
| Held by railroads | 2,968,000,000 |
| Held by the public | \$11,656,000,000 |

Amount Owed to the Government

RFC loans to railroads outstanding September 1, 1935, totaled \$419,318,000. In addition PWA allotments to railroads during 1934 were approximately \$193,276,500.

Earnings

| Year | Gross Operating Revenue | Net Operating Income |
|-----------------|-------------------------|----------------------|
| 1929 | \$6,283,000,000 | \$1,252,000,000 |
| 1934 | 3,271,000,000 | 461,000,000 |
| Loss since 1929 | 48% | 63% |

For the first eight months of 1935, gross revenue lagged 47 per cent behind that for the corresponding period of 1929, while net operating income was 67 per cent behind.

Average Wages for Class I Railroads

| Year | Average Annual Compensation |
|------|-----------------------------|
| 1929 | \$1,744 |
| 1932 | 1,466 |
| 1933 | 1,446 |

Since July 1, 1934, the 10 per cent pay cut has gradually been restored. Hourly (Continued on page 548)

Labor Speaks Again Through Color

ONE of the signs of the times is revealed by what painters and sculptors find for subjects of their art. Exhibitions held during the last two years in Washington under the auspices of the federal government have revealed a passionate interest in workers and the processes of industry. The most recent exhibition is no exception. This most recent is the result of a competition initiated by the painting and sculpture section of the Treasury Department for the decoration of the new Justice and Post Office Department Buildings in Washington. This was a large commission totalling for the two buildings 22 painting units and 14 sculpture units. Its magnitude in type of artist employed is illustrated by the fact that such painters as Thomas Benton, George Biddle, J. S. Curry, Rockwell Kent, Leon Kroll, Reginald Marsh, Henry Varnum Poor, Boardman Robinson, Eugene Savage and Maurice Sterne were commissioned and such sculptors as Paul Manship and William Zorach.

Open Contest Held

This list of well-known artists does not complete the task. An open competition was held to which 315 designs were submitted by 142 artists for the Post Office Building and 90 designs submitted by 55 artists for the Department of Justice Building. The following artists were added to the original list: Alfred D. Crimi, William C. Palmer, Frank Mechau, George Harding, Ward Lockwood and Karl Free.

One of the interesting enterprises in connection with the Post Office Department Building was the job of creating

Murals for public building glorify workers. Postmen given prominence. Competition held.

statues of 12 different types of mail carriers ranging from the colonial period to the present time. The following were chosen to do this work: Berta Margoules, Stirling Calder, Sidney Waugh, Arthur Lee, Concetta Scaravaglione, Carl L. Schmitz, Gaetana Cecere, Oronzio Maldarelli, Chaim Gross, Attilio Piccerilli, Heinz Warneke and Louis Slobodkin. The competing painters and sculptors for the Post Office and Justice Buildings represented 27 different states. Continuing the policy to encourage art and aid artists, the government is carrying on other projects. The painting and sculpture section has made this important statement in regard to these following projects:

"The section of painting and sculpture does not consider its local projects any less important than its national projects from the point of view of quality of the painting and sculpture which they expect to obtain. The same critical standard in judging the work is maintained the only real difference between local and national projects being that it has been arbitrarily decided to classify projects involving more than \$5,000, national, and projects involving less than \$5,000, local.

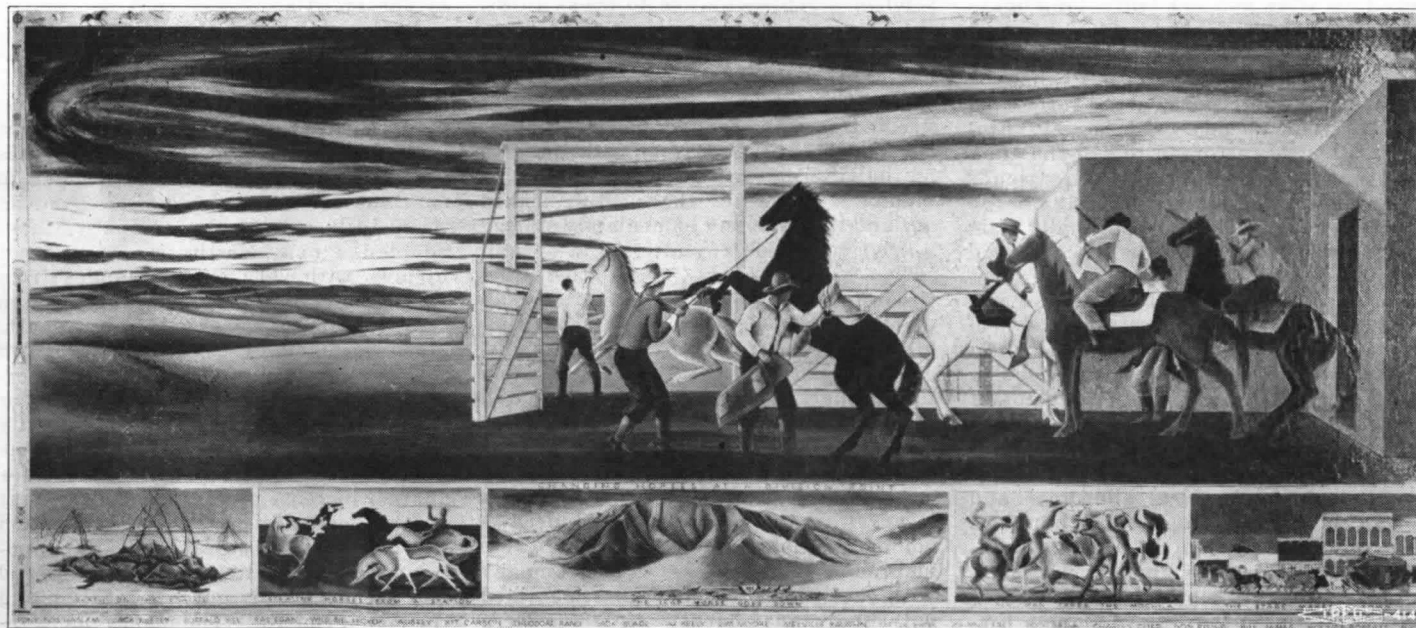
"The procedure of determining the winners of local projects is for the section to appoint a distinguished expert

living in the locality where the building in which the painting, or the sculpture, is to be installed, is located. The chairman is invited to form a small jury consisting of the architects of the building and two or three other members: museum directors, artists, collectors, or other eminent citizens definitely interested in art and widely acquainted with the artists of the region in which the competition is being carried on. These competitions are divided into state and regional, invited and open, the object being to encourage all of the artists of the region who are professionally equipped to meet the standards set up by the section of painting and sculpture. To these local competitions frequently artists outside of the region are invited, the character and limitations of the competition being determined by the number and general quality of the artists living in the region. In localities where there are a few artists a larger geographical limit will be established, whereas in thickly populated regions where many artists live, a smaller competition will often be initiated. In addition to the winners of local competitions a number of the other competitors have been given appointments.

"It is the belief of the section that by holding periodic competitions in different parts of the country hitherto unheralded talent will be brought out and the number of artists eligible to be appointed will be increased."

Artists are not only benefited by this new activity of the federal government, but government buildings and American communities are made susceptible to the

(Continued on page 545)



Courtesy of the Treasury Department, Section of Painting and Sculpture

THE OPENING UP OF THE MIDDLE WEST

By Frank Mechau

One of the winning designs in the competition initiated by the Treasury Department's section of painting and sculpture for murals in the Post Office Department Building, Washington, D. C.

The Way of a Utility With Workers

THE Alabama Power Company was incorporated in 1906 with an original paid in capital of \$5,000. Today the company has assets of more than \$193,000,000 and supplies service directly to 487 communities in the state and at wholesale to 78 additional communities. Naturally, the operation of such a system requires a large number of employees and of the employees so employed approximately 600 may properly be considered as electrical employees, eligible for membership in the International Brotherhood of Electrical Workers. It is regarding these electrical workers that this article is written.

The Alabama Power Company has always opposed organized labor. Open opposition was evidenced during the construction of Martin Dam which was completed in 1926. Posters were nailed to trees stating that employees caught belonging to labor unions would promptly be discharged. At other times previous to 1934 the company has fought unions, not so openly but nevertheless, as effectively. However, in this year of 1935 the fight against our organization is much more subtle, especially since we were able to secure the reinstatement of one of our discharged members under provisions of Section 7-A of the now defunct NIRA. (See page 104, March, 1935, issue of the WORKER for details.)

Our present drive for organization began in March of 1934 at a meeting called by two old-time employees. The employees of the company, fortunate enough to still be on the payroll, had been forced to endure during the years of depression all the favorite tricks of harassed management; forces reduced to dangerous skeletons, cut wages, reduced vacation and sick leave, long hours and, just previous to NRA, enforced lay-off of some salaried employees at the rate of four days a month. Some of these employees were even forced to work on their off days with no pay. Employees had been forced to sell the company's preferred stock to their friends or to buy it themselves. Early in the depression a yearly bonus, usually paid just before Christmas, was discontinued without even a statement that the company "was sorry." Meters were installed on employees' houses where electricity had been furnished free (as a part of wages paid) previously and employees were charged regular customer rates. True, salaries were boosted to partly compensate for this charge but employees were informed that the increase was an electrical allowance and not an increase in wages even though, a few weeks later, when a 10 per cent reduction in wages was given it was computed on overall monthly payments to employees and not on salary alone. Employees in some locations were forced to take part in sales campaigns after having put in a full day's work at their regular positions. For fear of losing their jobs some of these employees bought

Powerful Alabama Power Company uses every trick in the bag to defeat union organization. "Welfare" devices mulct workers.

their "quota" of merchandise from their meager salaries after failing to make sales to others. Employees were forced to buy accident and health insurance and even an attempt was made to palm off on them a "pension annuity plan." Many other unjust practices were put into effect but space prohibits our mentioning them. You, gentle reader, may mention the unjust practice and we may almost assure you that it was effected in one section or another of the company's properties. However, in justice to the management of the Alabama Power Company it must be said that probably all of these practices were not instigated by the "higher ups." No doubt individual superintendents added their own pet ideas to those handed down as district superintendents, plant superintendents and other glorified "straw bosses" were allowed practically autocratic powers over their employees. Then, too, the management of the Alabama Power Company were, and still are, dictated to by the Commonwealth and Southern Corporation which succeeded in obtaining control of the company previous to the depression. But let's get back at our attempt at organization.

Began Union Activities

At our first meeting in March, 1934, it was decided to ask the I. B. E. W. to send in a representative to speak to us. International Vice President G. X. Barker consequently met with us on March 23, 1934, and explained features of the organization to us. Employees present decided to affiliate and placed applications with Brother Barker with the idea of putting on a state-wide drive for members. News of the meeting leaked out and the company immediately started a drive to squash any attempt at organization. Coercive and intimidative practices were employed by practically all employees in supervisory capacities. Members of our organization were discharged, transferred from one location to another or otherwise discriminated against. Still the number of applications increased and the installation of the charter of Local Union No. 801 was accomplished on August 25, 1934. As a last resort the company introduced a company union plan on August 30, 1934, embracing all employees of the company with exception of certain ones identified with the management. No dues were charged by the company union and funds for its organization drive were plentiful. Employees were taken off their regular jobs, furnished with company cars and expense accounts to rush completion of

the organization. Banquets were held by the company and officials indulged in the pastime of back-slapping and soft-soaping of employees. The company union was set up with the majority of employees as members. In the meanwhile we had succeeded in obtaining applications from the majority of the electrical workers of the company and after some delay an election was held by the Regional Labor Board in October of 1934 to determine if the company union or the I. B. E. W. should represent the electrical workers for a period of one year. The election was won by the company union by a small majority. The means used by the company and by company union members to "bamboozle" electrical employees into voting for the company union were in violation of Section 7-A of NIRA, but anyway they did the trick and the company got by with it.

Concessions Apparently Made

Immediately following the election the management of the company met with company union councilmen and granted increases in wages. Such increases granted were effective all over the state but certain employees merited much larger increases than others. The company union also "secured" other concessions and apparently was headed into a tranquil existence after the voiding of NRA and previous to the passing of the Wagner-Connery Bill. Of course the loss of the election slowed up our organization and a good number of applicants failed to complete payment on application and some members dropped out after a few months' membership. However, in March of 1935, a group of employees set up Local Union No. 833 in Jasper, Ala.

With the passing of the Wagner-Connery Bill imminent the company union started trying to "get right" and the general chairman informed members on May 22, 1935, in this connection that "this association (company union) has done a good job so far and it is going to continue to do so regardless." And on August 20, 1935, the company union adopted a new constitution and set of by-laws with very minor changes from the original but providing for dues in the amount of 15 cents per month. Meanwhile employees in Mobile decided that the company union was not the organization for them and petitioned for charter in the I. B. E. W. Consequently the company union must have become worried and asked the management for another increase in wages, stating in part to the management "our organization will not survive unless some outstanding and significant move is sponsored and encouraged by our organization and the management." The management refused a general increase but proposed a schedule of classification which was accepted.

The group of employees in Mobile se-

(Continued on page 548)

Sabotaging TVA Merry Utility Pastime

By ROBERT J. BROWN, L. U. No. 852, Corinth and Tupelo, Miss.

THE latest means adopted by the power companies in their fight against the TVA is the building of "spite lines" along surveys made by TVA engineers for the building of rural lines. The power companies, with a view not of serving the farmers, but of making it impossible for TVA to serve the farmers, are taking the cream of the consumers, leaving the sparsely settled "skim milk" the TVA would have included, with no hope of ever getting rid of their coal oil lamps.

In at least one instance, trickery and

Spite lines, lies and propaganda flood the Tennessee Valley to a depth deeper than waters in new Norris reservoir. Well, Mr. Public, what are you going to do?

Wilhoite, believing then that a TVA line was a rather remote possibility, wrote the Georgia Power Company, using the TVA survey to prod them into action. They needed little prodding; they made a survey in July, and rushed to beat TVA into the field. They built their line through the more thickly settled areas, and left out the farms off the direct path of their line, explaining that service to them "would not pay."

F. Y. Rogers, dairyman, is located less than three quarters of a mile from the line, yet he cannot get the service. Now, since the power company has taken off the cream, many, such as Mr. Rogers, probably cannot get power at all since TVA cannot afford to go into the territory for only the skim milk.

Hottest contested territory is in Rhea county, around Dayton, Tenn., scene of the famous Scopes evolution trial. TVA was building three lines, when the Tennessee Electric Power Company suddenly sprang into action.

Skims Off the Cream

One of the TVA lines would extend from Dayton to the Hamilton county line—five miles to the south. Three-fourths of the power consumption is on the two miles next to the Hamilton county line; this section includes a large poultry farm and most of the residents.

The power company, through Raymond Forkner, who is in charge of Graysville and surrounding territory, put up a line from Graysville through the two-mile section of Rhea county where TVA's prospective customers were. Forkner personally solicited business along the line.

Residents remembered, however, the years during which they pleaded with the power company to build a rural line. At that time the power company demanded that the consumers pay large sums for line construction without buying any interest in the line, in addition to guaranteeing a large minimum consumption of kilowatts. Thomas Hannon, owner of the poultry farm,

told the story to the Chattanooga News TVA sponsor in that city:

"Mr. Forkner made the survey five years ago," he said, "when we begged for power. He would not tell us anything, but a few days later I got a letter telling me I would have to pay \$500 for line construction on a line that would remain the power company's property. I would also have to buy a refrigerator."

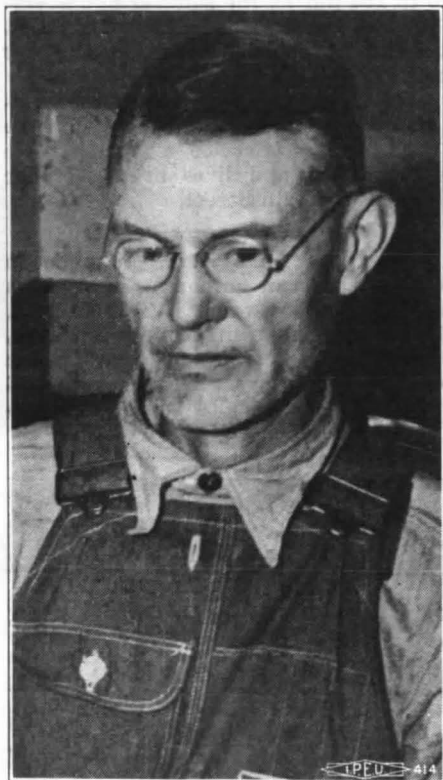
"We expect to use a large water pump, a range, a water heater, brooders, incubators, dozens of lights in the hen houses, and every device and appliance that will make life easier. We will use more power than all other 14 consumers on this line. I believe the power company built its line past our property just to cut us off from TVA power."

Farmers Loyal to TVA

The power company, in its rush to serve the territory before the TVA could get in, offered to build all lines at its own expense and serve the customers without any guarantee of a large consumption. But the farmers would have nothing to do with Mr. Forkner. In desperation, he resorted to trickery in order to get his first customer.

A filling station at the upper edge of the two-mile territory is run by C. Y. Thurman and owned by a Dayton widow, Mrs. Allie Coulter, daughter-in-law of

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—Photo by Keen, Chattanooga News.

THOMAS HANNON

Rhea County farmer and poultry fancier.

"A few years ago the Tennessee Electric Power Company wanted me to pay \$500 on the line construction cost for power for my place," he said. "Now they are trying to give away their power to block the TVA program. We are all for TVA."

deceit have been resorted to in order to take the TVA's customers. And this trick was played brazenly on one of the best known men in East Tennessee, R. J. Coulter, owner of undertaking establishments in nearly all cities and towns in this part of the state.

Probably the first of the "spite lines" was in Catoosa County, Georgia. Last June the friends of TVA conducted a survey of certain rural districts, with the intention of getting a TVA rural line built. Carl Wilhoite, resident of the Boynton community, and about 90 others, had tried for five years to get the Georgia Power Company to supply them with electricity.



—Photo by Keen, Chattanooga News.

The meter which the Tennessee Electric Power Company hung on the farm home of C. Y. Thurman against his and the property owner's protests. The company furnished the entire service free, and gave Thurman lamps for his home and filling station. Note the sloppy installation, and the absence of an entrance cap and protection to the ground wire.

Picket's Hair Dramatizes Utility Strike

JOHN PUBLIC offers a great deal of education resistance. He is usually indifferent to economic movements and labor struggles, and intrigued by football battles, prize fights, parades and carnivals. Sometimes, however, John Public's attention is won by tiny events which lead to an increased interest in more important things. Such is the case in Fort Worth, Texas, where Vice President W. L. Ingram is undertaking to show Fort Worth citizens that the Texas Electric Service Company operates on an unfair basis. Ingram placed F. H. White, a young electrical worker from Eastland, Texas, on the picket line of a



W. L. INGRAM

Vice president covering Texas, Oklahoma, Kansas, New Mexico and Arkansas, who travels four times around the world, in equivalent distance, each year covering his territory.

prominent downtown street patrolling the area around the imposing Electrical Building. This picket calls attention to the unfair conditions on the lines controlled by this utility company.

Walking Advertisement

The picket began his perambulations under the legal restrictions set up by statute in June. He was a striking figure as he strode up and down this main thoroughfare. Though a young and athletic man, he was nearly bald. He walked bare-headed in the hot southern sunshine while passersby strode the street in Panamas and 10-gallon hats. Then what the Texans describe as a miracle happened. White began to grow a head of new hair, and now scores of pedestrians change their courses on the city streets to pass White before the Electrical Building, to see what Texas sunshine and air can do for bald pates.

Fort Worth electrical worker—lone patrol—grows in health as he walks beat, and Texas learns about unfair conditions at Texas Electric Service Company.

Incidentally resultant newspaper publicity throughout the state has drawn attention to the non-union conditions in this Texas utility.

Texas is a broad state geographically, and it is a good union state on the whole. But when the I. B. E. W. membership realizes that it is as far across the state of Texas as it is from Washington, D. C. to St. Louis, Mo., and as far from the Panhandle region of the north to the citrus region of the south as it is across the breadth of this state, one can understand that it takes tall riding by the vice president in charge of this district to give the local unions the proper service that the international officials attempt to give. Vice President Ingram is in the saddle, so to speak, 16 and 18 hours per day, and therefore, is grateful when even a minor natural phenomenon such as miraculous growth of hair on a nude pate brings John Public into a knowledge of the labor struggle.

Texas Well Unionized

Texas has 35 thriving I. B. E. W. local union organizations. The principal cities are strongly unionized. Fort Worth is a good union town, but the Texas Electric Service Company has stubbornly refused organization. The Fort Worth Press recently published a photograph of Picket White with this rather flippant story:

PICKET EXPOSES CRANIUM TO OLD SOL—BEHOLD! HAIR

Once Bald as an Egg, Banner Carrier Now Boasts Return of Fuzz On Head

Seventh Street has seen a miracle and is agog.

F. H. White, 28-year-old picket in front of the Electric

Building, Seventh and Taylor Streets, halts his march, stoops into a butting position and calls attention to the crown of his head.

It is covered with a blond fuzz.

"Would you believe it, when I started picketing here three months ago, I was as bald as a peeled egg," Mr. White exclaims. "Now look at it!"

Every day passers-by stop to look. Mr. White has hair. And when he started carrying his banner back and forth on June 12, he didn't have hair.

"Sunshine and fresh air—that's what did it! Eight hours a day, rain or shine, I'm here. When the temperature shot up to 104 during the summer and everybody ran for the shade, I kept right at it * * * bareheaded * * * out in that sun."

White came to Fort Worth from Eastland after a labor dispute there with the Texas Electric Service Company. He is unmarried and lives at the Madoc Hotel, 1313 Main Street.

I love that man that can smile in trouble, that can gather strength from distress, and grow brave by reflection. 'Tis the business of little minds to shrink, but he whose heart is firm, and whose conscience approves his conduct, will pursue his principles unto death.—Thomas Paine.



F. H. White, who made the famous picket's charge on baldness.

Research Concept Grows on Unionists

LABOR research, which may be defined as an effort to bring union activities more in line with scientific fact, is growing in strength and force every day in the union movement. In the United States the need for presenting accurate data before government departments has greatly strengthened the movement. The Hatters' organization has recently brought Philip Taft from the University of Wisconsin to head their research department. Now comes word from Toronto that the Trades and Labor Council of Toronto has begun an ambitious program of labor research—probably in scope beyond anything that any central labor union has ever attempted on this continent. The Toronto movement has established the Labor Research Institute. The Canadian Congress Journal points out that there will be five major aims of this body, all of them significant to unionists in the United States:

In these circumstances it has seemed well to the Trades and Labor Council of Toronto to approach the problem in a practical way: (1) in order to see if there was any machinery available for purposes of scientific research in industrial law, and assuming that such machinery was available and could be employed without pay in the voluntary interests of scientific work, (2) to see whether the trade unions could bear the miscellaneous expenses of office work, secretarial work, printing, etc. After a survey of the situation the council found that the Faculty in Law at the University of Toronto, with the assistance of some other lawyers would be willing to undertake the work of directing scientific legal industrial research and that an office could be provided in 45 St. George St., Toronto—all this free of charge and without any monetary obligations whatsoever on the part of the trade unions, whose obligations would be directed only to the financial cost of the office for the time being. It is hoped that, as the work progresses and develops, which it undoubtedly will, the trade unions affiliated with the institute will undertake the provision of honoraria for several full time research workers, for the executive of the institute is convinced that the scheme will grow into one of the most significant and constructive activities conceivable in industrial law. It need hardly be said that the legal research committee are not acting as trade union lawyers or as advocates of the tenets of trade

Toronto labor founds Labor Research Institute with definite aims.

unionism in connection with the work they undertake. Their position will be that of objective scientific workers analogous to physicists and chemists and it would be their duty to produce as clear cut and objective statements of the law as it is, or of the law as it might be, when a given set of industrial circumstances has been put before them for the purpose of suggesting legislation.

Going Concern Described

The proposal has now passed beyond the stage of discussion. It is in *being*—it exists—every trade union member will know from his local the fact that the institute has been created. What is of importance in this announcement is to bring the situation before every trade unionist. The institute is about to obtain, free of any salary or financial benefit to the com-

mittee, trained legal opinion which will include new internationally known industrial law. We have seldom been in a position to take advantage of such an outstanding opportunity. Our financial obligations, both now and in future developments, are extremely small. We get the expert legal knowledge for nothing, we get an office for nothing—and on us lies the financial duty of making ourselves better trade unionists and better workers by taking advantage of the legal research so generously made available.

In order to make the whole thing clear we shall sum up, so that there can be no mistake, the benefits which will be available:

- (1) A legal research committee will give their service free.
- (2) The trade unions will provide secretarial services and so on and hope to furnish financial assistance for one or more full-time research workers *as the developments justify themselves to trade unionists.*
- (3) The legal research committee will issue 10 monthly bulletins on problems in industrial and trade union law. These bulletins will be regular. Additional copies of the bulletins may be obtained by trade union members at a nominal cost.
- (4) The legal research committee will be prepared to receive and discuss suggestions for legal research on any industrial problem sent in to them by locals affiliated with the institute and if the problem is of wide and general interest to trade unions a special bulletin may be issued if necessary.
- (5) Affiliated trade unions will receive from the legal research committee confidential information of an objective nature explaining the meaning and implications of any labor legislation which may be introduced.

Asks Labor's Support

So much for the present, which the scheme as now in being covers. It must, however, be obvious to every trade unionist that the potentialities of the scheme depend entirely on the extent of trade union support. The nature of this support may be ascertained by writing to the secretary of the institute. The potentialities of the scheme are, of course, much greater than those included in the present prospect; and the development

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KING STREET, TORONTO.

Golden Light Protects Night Traffic

By I. S. SCOTT, Local Union No. 438

ELECTRICAL workers as a group have always been more than usually conscious of safety. Their skill and knowledge have for the past half century been devoted to better, quicker and safer ways of accomplishing things. Therefore, they readily realize that the time and place for precaution are when and where the accident hazard is the greatest.

Let us think of the hazards that exist along the highway—curves, embankments, ditches, narrow roads, etc. All these physical characteristics of the road are the same at night as during the daytime. The automobiles are the same. There is one great difference * * * darkness increases every one of these hazards and also adds some peculiarity of its own, such as glare from headlights which are improperly adjusted or improperly used.

Many of the pedestrians who have been killed on highways at night, would have been seen and avoided by motorists if they had been walking on correctly lighted highways. The advance in headlight design and lamp construction has been remarkable during the past few years but the beam from the best headlight in legal adjustment is only barely sufficient to pick up a dark object against an equally dark background at a safe distance in front of a rapidly driven car; it does not provide the factor of safety needed to compensate for distractions. When one considers how many cars have inferior, defective or improperly adjusted headlights there is cause for alarm over the possibility of night accidents.

Local Union No. 438, Troy, N. Y., installs highway lighting installation at Latham's Corners—the intersection of Route 9 from Albany to Saratoga and Route 7 from Schenectady to Troy. This installation shows results. Local pushing the movement of lighting the highways.

Sodium Lamps Effective

Experience has shown that cloverleaf intersections and traffic circles eliminate practically all the daytime traffic accidents. But to make them as near humanly possible 100 per cent efficient, nighttime driving conditions must simulate as closely as possible daytime driving conditions. The answer to this is of course "light." To make Latham's Corners typical of the best practice, 31 General Electric 10,000 lumen sodium lighting units of latest design have been installed by Fischback and Moore, contractors, under the supervision of Superintendent Frank Hughes, at the Latham's traffic circle located at the intersection of the Troy-Schenectady and Albany-Saratoga highways.

These luminaires are made of aluminum with Alzak finish—an electrochemical process that gives a coefficient of reflection of more than 80 per cent. The finish is durable, weather-resisting

and easily maintained at initial brightness by occasionally cleaning. These hooded units with their concealed light source are mounted four to five feet over the edge of the pavement at a height of 25 feet to light center and at an average spacing of 80 feet between units.

When darkness, from any cause whatever, descends on the Latham's traffic circle, a photoelectric tube, or "electric eye," is on the job to turn on the new highway lighting system. The control of the lights is mechanical. The photoelectric tube is enclosed in a box, mounted on a pole and exposed to the north sky. Sufficient darkness, no matter at what hour, causes deenergization of the device, and the lights are switched on. Intermittent flashes have no effect, since the tube is governed by a timer. In the morning, a sufficient amount of light in the sky turns off the lights.

This is the first complete installation of this latest type unit which was designed primarily to eliminate glare and to direct golden light on the roadway. These units as so mounted on monotube poles are spaced around the circle as well as on the approaches to the circle. The Latham's traffic circle is located six miles from the Balltown Road where the General Electric Company introduced the sodium-vapor light to America in 1933.

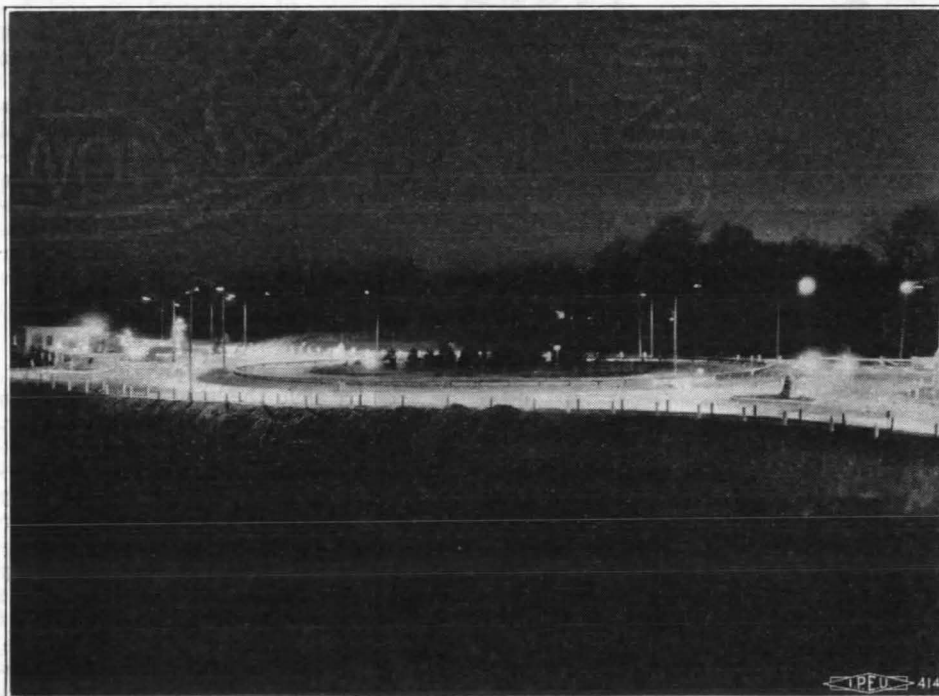
Objects are seen either by reflected light or in silhouette against a light background. Black or dark objects reflect very little light and are best discerned as silhouettes against lighter backgrounds.

Highway lighting provides a sheen of reflected light, even from the darkest of road surfaces. This valuable sheen is the accumulation of reflections from many lamps, some of which may be as far as half a mile away, and provides the required light background.

Would Tend to Stretch Out Traffic

The pedestrian is almost always aware of the approaching car but carelessly proceeds on his way, thinking that because the headlights are casting such brilliance about him he is being seen by the driver. If he has light clothes he will be easily revealed but if his clothes are very dark the chances are that the intermittent flicker of light reflected from the soles of his shoes will first attract the alert driver's attention and this may be too late to avoid collision.

It is my opinion that New York State could with profit to itself and safety to its citizens extend this type of lighting. As a concrete example I would suggest an installation of this light from the Latham's Corner circle to Saratoga Springs. Although safety is the main item influencing highway lighting at this particular circle, the fundamental principle of highway lighting would tend to



Photograph showing the lighting of Latham's Circle with General Electric shielded luminaires and 10,000 lumen sodium vapor lamps. This type of lighting prevents night accidents.

spread traffic more equally over the 24 hours, not confining it as now, largely to the day. This would be of particular benefit on this arterial highway, especially during the entire month of August when the Saratoga racing season is at its peak.

Let us now review the advantages to be derived from a well-lighted highway. While accident prevention is the main reason for lighting the highways, there are also many other advantages such as listed below.

1. Increase in safety on the highway by preventing accidents, hold-ups, and vandalism. It has been shown time and again that in cities the installation or improvement of street lighting facilities invariably led to a reduction in street crime. Similar results should follow the lighting of the highways.

2. Additional comfort and enjoyment in night driving. The strain of trying to see by inadequate illumination is terrific, as many experiments have conclusively shown. It has been found that adequate illumination makes seeing easy, the driver relaxes, and the trip is changed from a nightmare to a pleasant experience.

The fog that settles over the highways in such alarming density during the winter months has been the undoing of many an autoist. Headlights are useless. Oftentimes they become a danger as the fog particles reflect back into the driver's eyes the beams of his own headlights, completely killing any chance of seeing ahead.

Fog Hazard Lessened

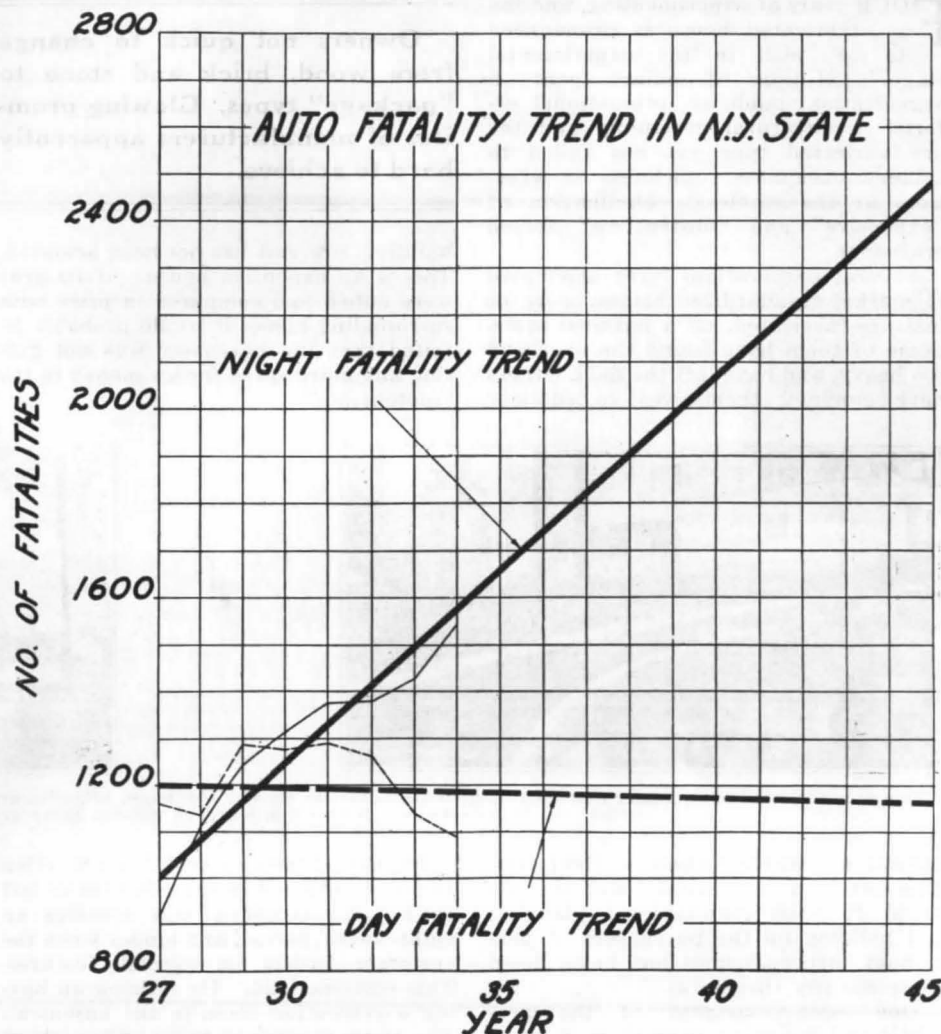
The particular advantage as I see it in this new type sodium light is its fog penetration ability. A few nights ago while driving from Schenectady to Troy, I could scarcely see on account of the heavy fog. On approaching the illuminated Latham's circle, it seemed that the fog had lifted and visibility ahead was clear. However, no sooner had I left the overhead lights than I was enveloped in the fog again and my progress greatly impeded.

3. More efficient utilization of the highways. Estimates show that about 80 per cent of the traffic is in the daytime and 20 per cent at night. This means that the tremendous investment in our highway system is being wasted during the hours of darkness. People try to avoid night driving because they realize that the probability of their being killed or killing someone else while driving at night is four times as great as it is in the daytime. Lighting the highway will stimulate more night driving (particularly of trucks) and thereby relieve the daytime congestion.

4. Enhanced real estate values. Property values are increased by encouraging the expansion of cities along the highways and by increasing the prosperity of the community through the advantages obtained.

Some striking examples of accident reduction due to the lighting of our city streets and arterial highways are indicated by the comparative data on the

NEW YORK STATE MOTOR VEHICLE ACCIDENT STATISTICS FROM BUREAU OF MOTOR VEHICLES CHARLES A. HARNETT, COMMISSIONER



Schenectady-Troy and Schenectady-Albany highways in Schenectady County, which are now lighted and which are also in the general area of this Latham's traffic circle. The study covered a period of four years before the highway lighting was installed, and four years since. The results show:

Day accidents have increased 9.7 per cent.

Night accidents have decreased 36.4 per cent.

Since the road conditions remained the same over this period, the lighting must have been an important element in the great proportionate reduction of night accidents, since the day accidents showed an increase.

Inasmuch as this 4,000 lumen (400 candlepower) lighting on these two highways decreased accidents over 36 per cent it is logical to expect that the better lighting produced by the 10,000 lumen (1,000 candlepower) lights as now installed on the Latham's traffic circle will result in decreasing these night accidents to an even greater extent.

In the case of my own experience, I frequently eat my supper in Troy and then have to drive 15 to 25 miles after

supper to fill an appointment. The chances we take in night driving from one city to another will be greatly reduced when driving over our arterial highways adequately illuminated with the new sodium lights. A wonderful night photograph "D" shows the present installation. Note the well-lighted roadway as it stands out in contrast with the black surroundings.

Incontrovertible Figures Offered

On the new Mount Vernon Highway between Washington, D. C., and Mount Vernon, the highway lights were in service from the opening of the highway until July 1, 1933. Thereafter, all lights were cut out of service as an economy measure. It was found that the number of accidents during the hours of darkness was 2.5 times as great without the highway lighting as with it. In other words, a 50 per cent reduction in night accidents would be expected if all the lights were put back in service. (Source—R. E. Simpson, of the National Bureau of Casualty and Surety Underwriters.)

Similar figures for the Saw Mill River and Hutchinson River Parkways in West-

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Pre-Fabrication Still in Experimental Stage

FOUR years of experimenting, and the pre-fabricated house is pronounced to be "still in the experimental stage." Millions of dollars spent on organization, publicity, promotional efforts, architectural grooming, and the pre-fabricated type, yet has failed to achieve cheapness, quickness in erection, or the wholesale elimination of "expensive" and "obstructive" skilled craftsmen.

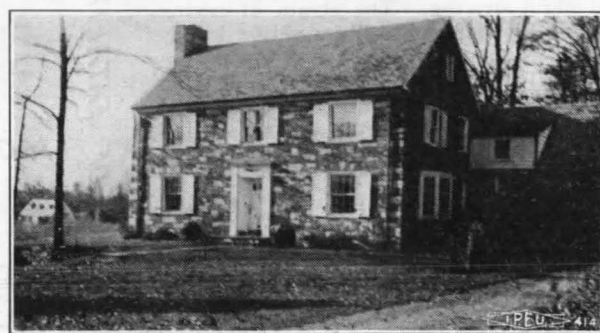
Several corporations have attempted to market standardized homes, more or less pre-fabricated, on a national scale. Some of them have found the overhead too heavy, and have left the field. Others have confined themselves to summer

Owners not quick to change from wood, brick and stone to "package" types. Glowing promises of manufacturers apparently hard to achieve.

building, low cost has not been achieved. This is an expensive house. If its area were cubed and compared in price with surrounding homes it would probably be found that the purchaser was not getting any more space for his money in the "mohome."

terers. The insulation had to be applied by hand, and it is evidently more awkward to do this than in "regular" construction. On my visit to the house I could see the insulation between the ceiling of the ground floor and the floor above, suspended in place on a bed of the kind of wire netting usually used for chicken coops.

On the roofs the prefabrication idea has been abandoned. One of the flat decks was covered with tar-and-pebble slag, another with canvas well-saturated with lead paint, like a boat deck, while on the largest, apparently to be used as a sun deck, masons had laid a quarry-tile and concrete floor.



This pre-fabricated house under construction at Washington, D. C., and the house opposite are in the same price class. Which is likely to appeal most to householders for good appearance, substantiality and long association?

cottage and cabin houses of light construction and low price. But the attempt to hoist standardized planning and building on the purchasers of permanent modern homes has never been conspicuously successful.

One main exponent of the pre-fabricated house at present is Houses, Inc., with headquarters in New York City. This corporation is said to be subsidized by General Electric, Johns Manville, and other building materials manufacturers to develop a market for their products. Lavish promotional expenditures included the erection of display houses in New York department stores and building of several demonstration houses in suburban areas. Now the organization is trying to break into the national contracting field, working from its New York headquarters. Its first sale in Washington has been made and the house is now being built. Your JOURNAL reporter therefore has had the opportunity to check the actual performance against the advertising copy, and finds that they do not agree in several important particulars.

Low Cost Not Achieved

Built in one of the finest residential suburbs, this edifice will present a glaring contrast to the neighboring well constructed homes of brick or stone. Its flat gray walls lack interest, either of color or texture. Its boxy architecture suggests neither graciousness nor permanence. Yet, in spite of the sacrifice of the attributes of beauty in home

Instead of the two weeks' construction period mentioned in the advertising last spring, the company now specifies an eight-weeks' period, and longer when the customer insists on special features. This customer did. He insisted on having a recreation room in the basement. The house is planned to be built without a basement, the heating plant being located on the ground floor; but neighboring houses have recreation rooms in the basement, so the customer had a basement put in for the sole purpose of having a recreation room there—an example of what always happens to a standardized plan when sold to the individual customer.

Fabricated Materials Used

Of course as many pre-fabricated building materials as possible were used, the products of the materials manufacturing corporations interested in this venture. These materials come in the form of flat oblong slabs of various compositions. For the outer walls there are large slabs of asbestos-concrete composition connected with metal channels, set in a concrete foundation. Steel joists are used to support a subfloor of composition slabs. Then a coat of mastic is applied, and a finished floor of a pressed-wood composition, also in oblong slabs, is laid.

But that about finishes the story of pre-fabrication. The foundation has to be put in just like any other foundation, the interior framing built by carpenters, and the interior walls plastered by plas-

So far as the electrician's trade is concerned, wire-pullers would not have to worry even though this type of housing should come into general use. One of the major selling points is complete home electrification, including automatic heat and air conditioning, in addition to many electrical conveniences, resulting in increased work for the electrician. Wires are run in conduit and BX cable, in accordance with the District of Columbia code. Our members did not do any of this work, however, a non-union electrical contractor having been selected.

The bath-rooms, kitchen, laundry, have all been located adjacent to or above each other, so that the plumbing could all be handled by one stack, which is frequently done in house planning, but does not work out so conveniently in the second story of a spread-out house like this one.

Skilled Labor Cut Down

It is quite true that some skilled labor is eliminated by this type of construction, the masonry, plastering and carpenter trades particularly. Chimneys, however, have to be built of brick, and there is some interior work for carpenters and plasterers which could not be crossed off. We don't know how the painters are going to make out. The company's original idea was that the interior walls wouldn't need to be decorated, but that idea had to be changed. The metal strips, which ap-

(Continued on page 541)

Pearl Bergoff is No Piking Sissy

STRIKEBREAKERS and labor spies for rent. Armed guards and special police, supplied for \$8 per head per day. Mill hands and factory operators, only \$5 per day.

Such is one of America's most thriving, though perhaps least known industries today. Such it has been for more than half a century.

When it comes to furnishing thugs for beating up strikers or sniper gunmen for shooting women and children bystanders, Pearl Louis Bergoff, despite his girl's name and red curls of childhood days, is no sissy. Third and reigning king of the strikebreaking industry the "Red Demon," as he is commonly known, has made millions out of strife between labor and capital. In three short weeks of service during the subway strike of 1920, Bergoff's agency garnered \$700,000 from the Brooklyn Rapid Transit Co., while the Erie Railroad rewarded it with \$1,225,000 or another job that same year. At least half of these sums went into the pockets of the king himself.

Edward Levinson, labor editor for the "New York Post," has just published a bold expose of that singular phenomenon of American industry, the gentle art of strikebreaking. His book, "I Break Strikes! The Technique of Pearl L. Bergoff," is spicily written and crammed with episodes both laughable and tragic. It lifts for the first time a corner of the blanket of secrecy which for scores of years has shielded the active contact between big business and the gangster's underworld. American labor is afforded a swift glimpse of the force against which it is pitted. All workers would do well to read this amazing disclosure.

Mr. Levinson knows no hesitancy. The names of Rockefeller and Morgan, leading industrialists, financiers and high public officials are named almost in the same breath as those of the country's most notorious hoodlums and racketeers. "Paid assassins in the employ of big business," Mr. Levinson sums up the situation.

Public utilities are the best customers of King Bergoff and others of his stripe. Utilities are less apt than private industry to stop in the midst of a good labor war to count the cost. "The Philadelphia Rapid Transit Company lost \$1,538,105 in fares during its 66-day strike in 1910," states Levinson, "and spent \$836,856 on strikebreaking. As against this total loss of \$2,374,961 in about two months, the wage increases demanded by the strikers would have cost the company \$350,000 a year." The Interborough Rapid Transit Company (one of the leading subway lines in New York City) expended one-fourth of its net income for 1916 to break a two-month walk-out, while "the Brooklyn Rapid Transit Company

King of the strikebreakers treats 'em rough. Pays better than going wage to toughs and thugs. Prize example of "most disgusting business in world." Ally of Big Business.

strike, which Bergoff helped break in 1920, saw an expenditure of \$2,483,483, which left the company with a deficit of \$2,237,690 for the six-month period during which the one-month strike occurred."

Thugs Loot Without Shame

And of public utilities, trolley companies are the most welcome clients of all. In the strikebreakers' parlance a transit strike is always a "Christmas Dinner." Here the hireling has full opportunity to exhibit his art. "Trolley strikes," Levinson writes, "mean loot with the approval of the owners. A trolley car to a fink crew is a letter of marque to steal the fares, shortchange the customers, and operate the car on whichever street pays best. When a strike becomes less effective, and the company makes efforts to collect its fares, the finks will desert in droves." A passenger who gives the conductor a coin receives no change. When he protests he is clubbed and thrown off the car.

Trolley strikes also rank foremost on the strikebreakers' fatality list. Out of 54 deaths directly attributed to Bergoff men in nine of his major strikes; 21, or nearly one-half of the total, represented men, women and children ground to death beneath the wheels of charging trams manned by untrained and inexperienced operators. Examinations on the competency of the latter to manage street cars are a farce. If the strikebreaking crew runs a trolley car for three blocks without serious mishap it gets the job—that is, if any preliminary try-out is required at all.

"Red Demon" Bergoff plies his trade on a business-like basis. A lucid prospectus, designed for the enlightenment of possible future clients, depicts five classes of experts in which his agency specializes:

Strike Prevention Department

"This department is composed of men possessing natural leadership qualifications. Men of intelligence, courage and great persuasive powers to counteract the evil influence of strike agitators and the radical element."

Undercover Department

"Our undercover department is composed of carefully selected male and female mechanics and work people. They furnish accurate information of the movements and contemplated actions of their fellow employees—'Forewarned is forearmed'."

Openshop Labor Department

"This department is composed of an organization equipped to supply all classes of competent mechanics and workpeople to keep the wheels of industry moving during a strike."

Protection Department

"This department is composed of big, disciplined men with military or police experience, for the protection of life and property."

Investigation Department

"Our investigation department is international in scope and embraces all branches. The personnel is composed of male and female operatives of the highest calibre."

Spies, Spies, Spies

Within the industry itself the "competent mechanics and workpeople to keep the wheels of industry moving," the "big, disciplined men with military or police experience" (obtained on former strikebreaking jobs), and the undercover spies are known informally as "finks," "nobles" and "boots" respectively.

The furnishing of "boots" by strikebreaking agencies is coming into more and more prominence. All of the leading industrial and utility organizations seem to resort to espionage through "boots." The undercover department of the Railway Audit and Inspection Company, a leader among strikebreaking agencies, either now serves or has served in the past such corporations as the Consolidated Gas Co. of New York, the Brooklyn Edison Co., General Motors, the U. S. Steel Corp., Western Union, the Chase National Bank, Firestone Tire

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Machinery Eliminates 44 Per cent of Workers

WOMEN engaged in industry feel antipathy toward the introduction of new machinery and new technological methods of production at their places of employment. Behind the fundamental distaste of human nature for innovations which upset the daily routine lies more than mere inertia. There is a deep-seated fear—fear of the loss of one's job, fear of a thinner pay envelope at the end of a week.

With the installation of new methods of production factory and mill workers are suddenly thrown out of employment or reduced to the status of learners on new tasks. All the skill acquired through years of experience is tossed overboard at one fell swoop. "After learning a job one way you don't like to learn it over again," comments one girl. "You can't do a job for four years one way and then change your way of doing it," exclaims another. "It was just like learning a new job," rejoins a third.

The Women's Bureau, a governmental unit functioning under the U. S. Department of Labor, has just completed a survey of the effects of technological industrial changes on the employment of women. Its investigation covered 115 factories, including some of the best known in the country. They are located in 32 cities. During the period 1921 to 1931 these plants adopted a total of 250 technological changes in production. Eighty-eight per cent of these changes occurred between the years 1927 and 1931.

In addition to discussing the technological changes with the management of the 115 plants involved, the canvassers who conducted the survey for the Women's Bureau, also interviewed, in the workers' own homes, over 1,000 women, representing about one-fifth of all those who had formerly been employed on the old processes before the inauguration of the new methods. Because of extreme difficulty in locating the majority of those who had been laid off or who had quit in dissatisfaction on account of the changes, only 47 of the women interviewed fell in this classification, while 873 had obtained work under the new process and the remaining 115 transferred to other work in the same plant. Slightly over half of the women reporting were single and 60 per cent were under 30 years of age.

The survey obtained comments on the technological innovations from 944 of the women. Of these 54 per cent were unfavorable to the change. Only 24 per cent were unreservedly favorable, while 22 per cent were either partly unfavorable or indifferent to it.

From the standpoint of the employers, however, the new installations proved eminently satisfactory. Just look at the results. Before the changes were made,

Plants under study by Women's Bureau yield momentous figures. One of principal causes—if not principal cause—of permanent unemployment. What's to be done?

6,401 people were employed on the processes involved; afterward, 3,604—a drop of 44 per cent. In those cases in which the shift was from a hand process to a machine method of production the decrease in employment ran as high as 71 per cent. Total labor costs were lowered as a result of the new process in 95 per cent of the cases.

In 79 per cent of those cases which reported the degree by which labor costs were reduced, the savings amounted to at least 20 per cent, and in 38 per cent of the cases the labor bill was at least cut in half.

Production Jumps

With both employment and labor costs decreasing as a result of the technologic changes adopted, what happened to production? In 70 per cent of the 250 cases the output of the plant was increased; in another 24 per cent the output remained unchanged. In only 6 per cent of the cases was production lowered. One-fifth of all the cases reporting showed that output had at least quadrupled, while some plants experienced an increase in production of over 1,000 per cent.

The Women's Bureau found seven general types of industrial changes under its survey. "There are certain changes," states the report, "such as alteration in method of payment, in the substitution of one class of labor for another, and in the reduction of hours, that may not come under a strict definition of technological change, but they are included in this study because they were made to increase the efficiency of

the plant and usually were based on engineering studies." The changes found fell into the following classifications:

| Type of Change | No. of Cases |
|---|--------------|
| Improved machines ----- | 78 |
| Operating changes or different work set-up ----- | 41 |
| Hand to machine ----- | 42 |
| Machine to hand ----- | 3 |
| Substitution: | |
| Women for men ----- | 32 |
| Men for women ----- | 1 |
| Different method of payment ----- | 14 |
| Shorter hours ----- | 1 |
| Combination of two or more of above changes ----- | 38 |
| Total ----- | 250 |

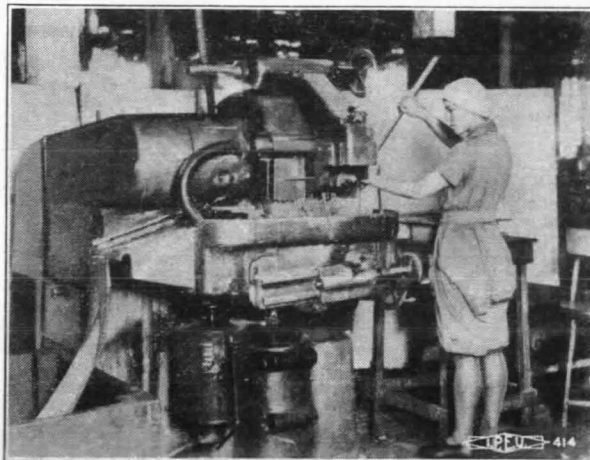
Under the classification "improved machines" the survey studied not only the replacement of old or obsolete ones by new, but also the installation of such devices as hoppers or batteries which eliminated the necessity of hand-feeding of material into machines already in use. It also considered here the synchronizing of several singly-operated machines so that they now became one multiple machine turning out many identical parts at the same time.

"Operating changes and different work set-up" includes all managerial improvements calculated to better adjust the worker to the job. Under this classification are placed the installation of bench fixtures to hold the product, thus freeing both hands for the worker, the introduction of new tools, the re-routing of the work to eliminate unnecessary trucking of materials back and forth, the use of long connecting tables placed in proper sequence so that one process follows another, the installation of conveyor belts and the breaking down of skilled jobs into less skilled component operations, which require a shorter learning time or cheaper labor.

Constant Flux Indicated

The classification "substitution" means the substitution of a less skilled or cheaper class of labor for a more costly class—as the substitution of negroes for white workers and, more commonly, of women for men. Substitution is very frequently combined with the introduction of new machinery or some other form of technological change.

"Change in method of payment" is the type of innovation which provoked the most concerted disapproval on the part of the employees. Almost invariably it was introduced as a means of reducing labor costs and bore direct effect upon the earnings of the individual worker. Generally these changes were from a flat piece-rate system to a task-and-bonus system, under which the



WOMEN AT WORK.

(Continued on page 542)

Utility Defies Federal Government

THE EL PASO ELECTRIC COMPANY used every instrument that it could command to try to stop the public hearing beginning November 18, held by the National Labor Relations Board in the case of the El Paso Electric Company vs. Local Union No. 585, International Brotherhood of Electrical Workers. While Volney M. Brown, counsel for the company, filibustered for two long sessions, a foreign lawyer, Gideon Anderson, flew to Waco, Texas, and sought an injunction to halt the hearing. The company was disappointed, however, because Judge Boynton refused to grant the writ and merely issued notice for the board to show cause why an injunction should not be issued. This enabled the hearing to go forward. Later, on November 29, when the hearing was recessed, the National Labor Relations Board was represented by the U. S. attorney of that district before Judge Boynton. The company amended its complaint and the date of December 17 was set in El Paso to hear the case. In the meantime the hearing is in recess. The government was represented at the hearing by Dr. Edwin A. Elliott, director of the Regional Labor Board, and Karl Mueller, counsel. The local union was represented by W. L. Ingram, vice president, International Brotherhood of Electrical Workers, M. H. Hedges, director of research, and Peter Clay, president of the local union. Philip G. Phillips as examiner held the case.

The hearing was noted for its sensational developments. Besides the dramatic efforts of the company to secure an injunction, there were frequent clashes between representatives of the local union and attorneys for the company and between the government counsel and the company counsel. Frequently the examiner had to enter the dispute and exercise his judicial authority in rulings. The examiner himself described as shocking and unwarranted the efforts of the company to secure an injunction while counsel filibustered. This brought a bitter attack upon the examiner from the local bar association in language which was described by labor people as unbecomingly educated and just men. The city rocked with the controversy. Thereupon the Central Labor Union and the Building Trades Council defended the examiner's right to rebuke company counsel and bitterly denounced the bar association for its efforts to interfere with the hearing. The resolution of the labor bodies described the examiner as eminently fair to both sides. The company's witnesses, including the president, M. C. Smith, admitted the interstate character of the utility business, admitted paternal and direct influence in the formation of the company union and declared that no union man could ever expect promotion.

The charges of the local union against the El Paso Electric Company are as follows: "to wilfully and maliciously vio-

El Paso Electric Company seeks injunction vainly to halt National Labor Relations Board inquiry. Own witnesses admit case. Judge refuses writ, but will listen to argument.

late every provision save one of Section 7-1 of the National Labor Relations Act." Among the concrete charges against the company were the following:

1. Have designated reputable union leaders as ring-leaders and have openly threatened to discharge them for union activities;
2. Have used abusive and insulting tactics in presenting pay checks to union members;
3. Have by innuendo sought to lessen the allegiance of members to the union organization;
4. Have permitted armed guards to follow and impose intimidation upon employees of long standing who are members of the union organization;
5. Have informed union members that if they ever expected to be promoted to a better job they would have to quit the union;
6. Have permitted intoxicated operatives to curse and insult union members and to seek to goad them to actual physical encounters;
7. Have by their tactics caused members in good standing in L. U. No. 585, International Brotherhood of Electrical Workers, to sever their relationships with that organization;
8. Have called members of L. U. No. 585 on the telephone and directly suggested that they sever membership with L. U. No. 585;
9. Have suggested directly to a mem-

ber of L. U. No. 585 that he would save himself from a blacklisting if he would drop out of the union at once;

10. Have made a sentimental appeal to a member to protect his family against loss of job by dropping his membership in the union;

11. Have allowed men to borrow money from the company without interest, thus obligating these men to the company, and then threatening them with the loss of jobs if they did not drop membership in the union;

12. Have sought to influence directly members of L. U. No. 585 to sever their relationships with the union;

13. Have directly informed a member that "Stone and Webster doesn't want a union to deal with; they are not going to have a union and will not deal with one; and even though they may have to deal with the union because of circumstances they would fight the union and break it up;"

14. Have sought directly to punish members of L. U. No. 585 for being union members by giving them particularly arduous and humiliating jobs;

15. Have suggested to members of L. U. No. 585 that the union will be destroyed "even if it takes bloodshed and loss of property;"

16. M. C. Smith, president, El Paso Electric Company of Texas, made a written offer to members of L. U. No. 585 to pay them two months' salary to resign from their jobs in L. U. No. 585.

The union also undertook to show that the company was doing an interstate business on a physical basis inasmuch as its chief generating plant was located in New Mexico and that it was in interstate business as far as its technical hookup went, in so far as its management organization went, in so far as its financial connections went and in so far as it affected consumption of products used in interstate commerce.



El Paso is a cosmopolitan city, and it has real respect for labor organization.

JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
Labor

Volume XXXIV Washington, D. C., December, 1935 No. 12

National Labor Relations Act Putting the new labor relations act into effect gathers momentum. On one day late in November six hearings were opened. One ruling has already been promulgated. Others impend. The National Board appears to be directing every effort to get the act under way despite sweeping attacks by business interests. Its outlines as an important government agency begin to appear. In like effect, the relation of the act and the new board to business and to labor begin to show.

Business—it appears certain—dares not submit to the board's scrutiny on the matter of labor relations. The evils—despotic control—coercion and restraint—are paramount—that is certain—and employers dare not permit an impartial federal agency to get the facts. Business knows this. It prefers to fight on old ground in the federal courts, where every two out of three federal judges are appointees of Republican Presidents.

Its attack upon the new labor act is on the grounds of constitutionality. But after scanning the arguments presented by corporation lawyers, one can not be at all sure that they have the semblance of a case. Corporation lawyers are forced to go to "freedom of speech" amendment to the Constitution, and to labor decisions of the Supreme Court to buttress their shaky case.

In instances, they indicate that their clients are involved in interstate commerce, but declare that the interstate character of the business is only incidental, not predominant.

For labor, the National Labor Relations Act and the agency it sets up may be a boon. It may cut down the high cost—to labor—of strikes, without in any way curtailing the strike right, and it may redress somewhat the dreadful inequality of power, as between labor and capital.

It has been demonstrated that a labor representative can enter hearings without the large expense of employing counsel, question witnesses, and conduct inquiry in behalf of his union. This, to be sure, is difficult in an atmosphere surcharged with legal pomp and technicality, but it can be done. It is to be hoped that this atmosphere of legal obscurantism will fade, as the labor agency matures, and it will in all probability as the question of constitutionality goes into eclipse. That Senator Wagner intended the National Labor Relations Board to resemble the Federal Trade Commission, and not the U. S. Supreme Court, is indicated by his speeches.

If the Act is declared constitutional, if the board sets up proper precedents, and grows in its understanding of labor problems, it may well be that the board may achieve a goal defined by Senator Wagner, as a stage in "man's eternal quest for freedom."

Company Men "I have seen human robots." So one, who had recently been through a hearing held by the National Labor Relations Board, described company union men brought in to testify.

The fact is, the exposure of the company union system before regional labor boards reveals it to be worse than any one had thought it could be. Company unions are not only subterfuges designed to set up a camouflage agency of collective bargaining; they are a deliberate propaganda net set up to debauch the minds of hapless victims. Corporations are not content to take the labor, the time and the energy of men; they seek and they expect to claim their minds.

"The company can do no wrong." This is the doctrine which corporations seek to teach. "The company must have unlimited loyalty." At one hearing, the plant superintendent boldly stated that no union man could even expect to win an executive position, however minor.

From the shallows of tiny souls, company union men, in mouse-like voices, repeat words that company lawyers have first stenciled on their brains. Yet—the pity is—they are not good phonographic records. The message comes through—marred. It comes through marred because there must be courage and manhood to repeat a message faithfully, and many of them have lost these sterling qualities. They are serfs.

"The company can do no wrong" is a familiar doctrine. It was promulgated by kings who believed they were divine.

The union's fight for status, then, is more than a fight for economic rights; it is a fight for moral values as well.

Menace of Power William Seabrook, who had himself sent to an insane asylum to be cured of drunkenness, reports that three insane men at the hospital thought themselves Napoleon. A former president of a great American railroad dreamed himself to be the Prince of Wales until he died. The Fortune Magazine describes William Randolph Hearst as a king. "A king is a man surrounded by men, who more like servants than executives, do precisely what he wants. The king must not be thwarted, for the king can do no wrong. All of which is characteristic of the Hearst organization." We have described in another editorial note, the attitude of corporation heads toward union organization. Their prevailing psychology is no different from Hearst's. When frankly considered, we can find no distinction between modern tyrants whether they be heads of states like Mussolini, or heads of great industries, and other mad men. Human nature is such that it needs checks and balances. Any man who is not controlled by circumstance through reason, becomes a tyrant, and passes easily into the psychopathic class.

American government was founded upon the idea of checks and balances. American industry is operated as an absolute autocracy. The moral is plain.

A Wise Choice The high moment in the public hearing of El Paso Electric Co. vs. Local Union No. 585, International Brotherhood of Electrical Workers at El Paso, in late November, made history—according to a correspondent.

The federal court room, where the hearing was held, was packed. The president of the local union, Peter Clay, was on the witness stand.

ATTORNEY: Mr. Clay, you heard the superintendent of the company say on the stand that no union man could ever be promoted to an executive position.

MR. CLAY: Yes sir, I did.

EXAMINER: You want to be superintendent, don't you?

MR. CLAY: No, I'd rather be in the union than superintendent.

Instantly thunderous applause. Spontaneous and vital—the first and last applause at the hearing.

It was all unexpected (according to our correspondent) but it touched the nerve of feeling in that crowded court room, and it deserves recording.

Peter Clay is a full-blooded Indian—a man of sound instincts and attainments. He has been a member of the I. B. E. W. since 1912. By birth and experience, he knows what co-operative effort means, and he spoke for it bravely—at sacrifice to himself. He made history.

If you want to know what rugged individualism is—you can know from this incident. If Clay had answered "yes." But he preferred his fellows to himself. He said "no"—a "no" heard in every union hall in America—we hope.

A New South There is a considerable body of public opinion in the South unrepresented by any political leader.

Huey Long, in his life, certainly did never represent it. And none of the other so-called insurgents come anywhere near to an understanding of this new South. Perhaps if there is any leader in the South which is representing this new body of opinion it is Senator Black of Alabama. Chambers of commerce in certain southern cities, such as Knoxville and El Paso, are refusing to go along with the national Chamber of Commerce in its attack upon the federal government. The best economic discussion of the policies of the New Deal has been carried in the Chattanooga Times, written by George Fort Milton, editor. This new movement is sponsored by the younger members of the South. It has hardly taken shape in any articulate form, but we believe it is destined to do so. It sees that states' rights have been used by business organized on a national scale to escape responsibilities. And this group of young men is emphatically back of the federal government in its effort to force responsibility upon interstate business. This new movement thoroughly understands organized labor and

is warmly sympathetic to it. The leaders of this new movement are well-equipped, and we predict that when this group becomes articulate it will make itself felt throughout the nation.

Big Bad Wolf, Beware! Traditional enemies of organized labor and professional agitators for big business are rejoicing because, as they think, labor ranks are badly divided. They view the present situation in the American Federation of Labor as an opportunity to fulfill Napoleon's old dictum "Divide and conquer." They are mis-reading signs. There may be a serious difference of opinion as to policies to be followed by the Federation, but there is no difference of opinion as to strategy. Labor unions are nearer to each other today in an understanding of fundamental economics, in the development of methodology of meeting labor problems, and in the backing of the federal government in its effort to make anarchic big business submit to responsibility. Labor unions may differ among themselves, but they are one in their opposition to anti-social corporations and anti-union agitators. This being true, we may expect labor unions everywhere to keep cool and to see to it that their own ranks are not weakened by internal disputes while the big, bad wolf waits on the sidelines for its prey.

About Business Agents Sometimes smaller local unions let prejudice get in the way of self-interest. They conclude, because they are small, that they do not need a manager. They should examine the question a good deal on the same basis as when they buy an automobile. They should procure the best value for their money. With only rare exceptions, do business managers, even of small locals, fail to pay for themselves many times over. The business of a local union is a business. It is rather complicated. It must be given direction, purpose and above all else, continuity. Contractors and firms do not like to deal informally with just anybody. A business agent, when reliable, serves to give stability to an organization, creates a favorable impression, and builds policies that last. He also can better conditions. He increases profit to his members. Like everything else, collective effort needs a wise head.

B. C. Forbes, writer for big business says:

The measure of regulation imposed upon business and the kind of government applied to the nation after next year will be determined very largely by the opinions formed by the working classes between now and next November.

If the great majority of employers can win the goodwill of most of their work-folks, the latter will vote mainly as their employers vote.

But should very widespread hostility to employers mark the coming 11 months, the workers' votes will go in the main against the probusiness, proindustry presidential candidate.



WOMAN'S WORK



WOMEN TO SPUR UNION LABEL BUYING

A CAMPAIGN that has possibilities of developing into the greatest co-ordinated drive for buying of union label merchandise ever attempted is now in the formative period. Authorized by the last convention of the American Federation of Labor, I. M. Ornburn, president of the Union Label Trades Department, is making a survey to determine how many women's auxiliaries to trade unions there are, their scope of membership, and is considering how best they could be formed into a nation-wide organization of label conscious shoppers.

Perhaps no other class entrusts more of its buying for family needs to the hands of its women than do trade unionists. When the men are steadily employed their work is usually at some distance from shopping centers and they simply do not have the leisure to make their own purchases. While the business man, or the white collar employee, usually finds time to select his own clothing, the skilled mechanic is apt to ask his wife to buy almost everything that does not have to be fitted in the store, such as shoes, a suit of clothes, or an overcoat. In home furnishings, children's clothing, and many other family needs, the wife does the selecting almost unaided.

It is, therefore, vitally necessary for the success of the union label that these women should receive information about labeled merchandise which they may expect to find in their local stores, and encouragement to remember it when they shop.

Mr. Ornburn has written to all national and international unions affiliated with the American Federation of Labor, asking them to supply lists of their women's auxiliaries. He intends to invite them to a conference to be held in Washington about February 1. At this time it is hoped that a representative group will meet to talk about the formation of an American Federation of Women's Auxiliaries in which all these groups, representing the families of many different crafts, can join together for union label activities particularly.

Admires Women's Efforts

"I have admired so much the way these women work in local groups, such as the Allied Printing Trades Councils, that I would like to see it tried on a national scale," Mr. Ornburn said. These women keep a close check on the printed matter published by all local print shops. When an advertisement comes to their hands that does not have the union label the advertiser is sure to get a sharp

rebukey. In a great many instances advertising and other printing has been placed with a union print shop simply because the merchant feared the organized displeasure of the women.

"There is a good deal to be done, also, in putting the union label on women's wear," Mr. Ornburn stated, "even where the industry is almost entirely organized. For example, almost 90 per cent of women's millinery is made by union workers, but when we receive letters asking us how the union made hats are to be distinguished, we have to reply that the purchaser has no way of knowing whether the hat has been made under union or non-union conditions, as there is no label.

"In the case of hosiery and some other articles of women's wear, the purchaser may be sure of getting union made merchandise by asking for a well-known brand that she knows is fair to organized labor, but what we really want to do is to put a label in all of these articles so that she can simply ask for union labeled merchandise and have the clerk show her what he has in stock without excuses, explanations or stalling."

To Make Label Hunt Easier

The effort will be to make it easier for the purchaser to find the union label merchandise. We all know that wage-earners' wives are not exactly ladies of leisure, and they have to consider both price and convenience in buying. "We don't blame them for buying at the five and ten-cent store when they can find things there cheaper," Mr. Ornburn said, "But we are going to let them know what they don't realize now, that the articles sold in these stores are almost entirely either foreign made, or manufactured in sweat shops, and do not contribute to the establishment of a standard of living that they themselves would like to see established."

Another gain to be achieved by the campaign will be the reckoning up of the strength of the women's organizations whose active sympathies are with organized labor, something which probably has never been done before.

The wife of a trade union member has the soundest possible reasons for supporting the principles of organization—economic reasons. The union puts more butter on her bread. It protects the comfort of her home. Buying union label goods is a method of expressing appreciation for what the labor movement has accomplished, and of co-operating for the success of all. If all the women whose bread-

winners are unionists, or who are union members themselves, or who through their intelligence and liberalism, realize the value of unions, were united and pledged to the support of the union label it wouldn't be long till the label appeared on all varieties of merchandise, and would be featured by merchants in the stores and in their advertising.

Must Learn How to Buy

In getting the women to buy union made merchandise, and also to ask for union mechanics for various jobs they wish to have done, it is not only necessary to instill the "buy union" idea, they must also be informed where, what and how to buy. It's not enough to say, "Ask for the union label," when to do so may put the would-be purchaser in an embarrassing position. The clerk may inform her that no manufacturer furnishes some particular article with a union label although many of them are made by organized workers. He may say, "This brand is union made but it does not have a label." Unless she has definite information she has to accept what the clerk tells her, or wear herself out searching the shops.

With advertisers spending millions of dollars each year to appeal to the woman shopper and make things easier and more attractive for her, union label advocates must take a step in the same direction. The local union label directories that tell her which shops, which brands, and which labels to look for, are a very good way of doing this. Local union label leagues help to keep the information up to date. Local labor newspapers, by soliciting advertising featuring union label goods, help to carry on the missionary work. But all of this may be extended and expanded greatly.

Mr. Ornburn also hopes to have news soon that labels will be placed on more articles of women's wear, by agreement between certain garment trades and their manufacturers.

News from several cities of local union label drives during the Christmas shopping season indicate renewed interest in label activities. St. Louis organized labor has just concluded a big show of union label merchandise obtainable in their town, and the union service trades were also presented to the public. In other cities label leagues are going into action to convince the Christmas shopper that the worker's best gift has the union label on it, and to show her where to buy it.

Women's Auxiliary

TO ALL AUXILIARY MEMBERS AND FUTURE MEMBERS:

It seems as though we've really started off with a bang. Locals have been writing in for information, and new auxiliaries have been asking for help and information, and men in the different locals writing letters of encouragement. Doesn't that look like we're going to succeed? And it looks as though the campaign is going to spread out in the northern locals along with our southern auxiliaries. I am most anxious to hear whether L. U. No. 31, Duluth, Minn., succeeded in organizing an auxiliary as they intended to do. Best wishes to our sisters, who are really 'way up north!

We are very happy that San Antonio, Texas, L. U. No. 60, has followed El Paso's L. U. Nos. 583 and 585 in starting an auxiliary, and hope the idea may spread to other Texas cities. And we hear that the women in a Florida city are interested. May I advise Mrs. George D. Bowes, of Coral Gables, to communicate with Mrs. L. H. Wessels, at 1941 N. W. 19th Avenue, at Miami, Fla.? I am sure that the members of the Miami auxiliary will be glad to give a helping hand, as the two cities are so close together. Let's hope to have a report in the January JOURNAL that this new auxiliary has started.

We have no money for paid organizers, or other expense, so we just have to ask everybody to pitch in and help. Let's put our shoulders to the wheel and all push together.

Yours for more auxiliaries,
ROBERTA TOLLE (Mrs. H. L. Tolle),
405 E. Thirty-third St.,
Savannah, Ga.

President, Auxiliary to L. U. No. 508.

WOMEN'S AUXILIARY L. U. NO. 60, SAN ANTONIO, TEXAS

Editor:

A woman's auxiliary was organized here November 7, 1935.

Twenty charter members registered and paid dues. The following officers were elected: President, Mrs. J. E. Gill; vice president, Mrs. Max Niedorf; secretary, Mrs. D. R. Krisch; treasurer, Mrs. William A. White; members of the executive board, Mrs. J. W. Null, Mrs. John Anderson, Mrs. Ed Eifler.

The regular meetings will be held the first Thursday in the month, and we hope to double membership by the next meeting.

Brother Null, business agent to L. U. No. 60, gave a talk on union principles at our first meeting.

After business was concluded cake and coffee were served to members by Mrs. Gill and Mrs. Krisch, and a social hour enjoyed.

Mrs. D. R. KRISCH,
Secretary.

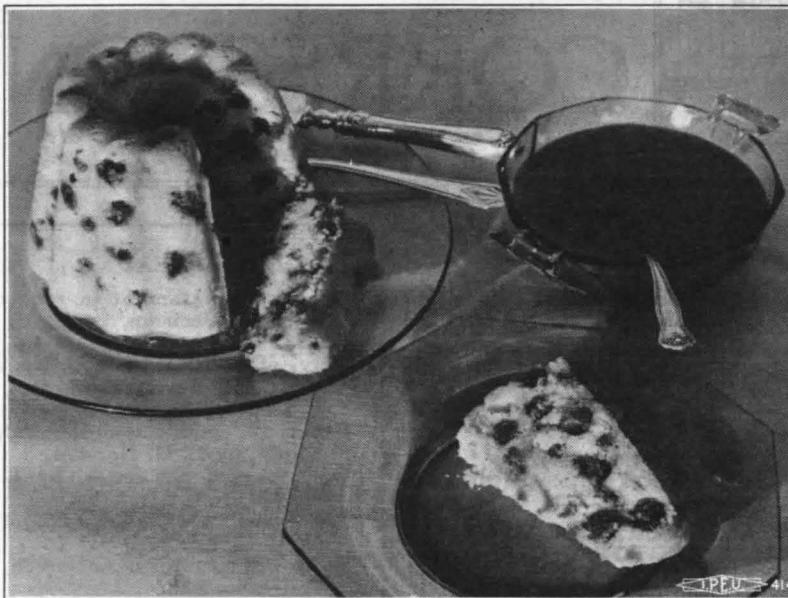
1648 W. Poplar St.

CHRISTMAS CANDY

Caramels

| | |
|------------------|-----------------------------|
| 2 cups sugar | 4 tablespoons butter |
| 1 cup corn sirup | $\frac{1}{2}$ teaspoon salt |
| 3 cups milk | 1 teaspoon vanilla |

Dissolve the sugar and corn sirup in 1 cup of milk and cook to the soft-ball stage, or until a thermometer registers 241 degrees F., stirring frequently. Repeat with a second cup of milk. Add the final cup of milk (or $\frac{1}{2}$ cup evaporated milk) butter, and salt, and cook to the firm-ball stage, or 244 degrees F. Add vanilla and pour into an oiled pan. When partially cool, mark into squares.



Courtesy U. S. Bureau of Home Economics

The Luscious Red Cranberry

By SALLY LUNN

Choose cranberries that are as firm, lustrous and red as a hard winter apple. At this time of year when our summer time jams and jellies are running low, the cranberry is found to be a most versatile table fruit, of much attractiveness and many uses.

Cranberries jell easily, because they are rich in acid and pectin; and because they cook quickly, and have so much acid, they retain their vitamin C content to a good extent, and therefore are valuable in the diet.

Another nice thing about these berries is that you can buy them all winter long, so when you make them into jelly or jam, you don't need to do a large quantity at a time. You can always buy more to make another batch till well along toward spring.

Besides jellies and jams, you can use them for pies, meat relish, puddings, muffins. Cranberry juice added to sweet pineapple juice is inviting both in color and flavor. Use it to color apple sauce, or tint grapefruit.

Here is a recipe for a steamed cranberry pudding, originated by the U. S. Bureau of Home Economics, that makes a nice desert for a holiday or Sunday dinner during the winter:

Steamed Cranberry Pudding

| | |
|----------------------------------|-----------------------------|
| 2 cups cranberries | $\frac{1}{4}$ cup butter or |
| $1\frac{1}{2}$ cups sifted soft- | other fat |
| wheat flour | $\frac{1}{2}$ cup sugar |
| 2 teaspoons baking | 2 eggs |
| powder | $\frac{1}{2}$ cup milk |
| $\frac{1}{4}$ teaspoon salt | |

Pick over, wash and dry the cranberries and roll them in two tablespoons of the flour. Sift the rest of the flour with the baking powder and salt. Cream the fat, add the sugar and well-beaten eggs, then add the dry ingredients alternately

with the milk. Fold in the cranberries, turn into a buttered mold, cover and steam for two hours. Serve hot with sauce made as follows: Mix 1 cup sugar, 3 tablespoons cornstarch, and $\frac{1}{4}$ teaspoon salt together, and add 2 cups boiling water. When thickened, cook for 10 minutes in a double boiler. Meantime cook 2 cups of cranberries with 1 cup of water until soft. Press through a fine sieve and add the pulp to the cornstarch mixture. Add 2 to 4 tablespoons butter and serve hot over the cranberry pudding.

* * *

Another new recipe using cranberries is:

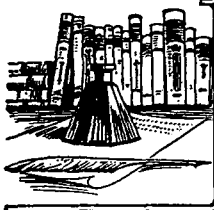
Cranberry Muffins

| | |
|------------------------|-----------------------------|
| 1 egg | 4 teaspoons baking |
| $\frac{3}{4}$ cup milk | powder |
| 4 tablespoons | $\frac{1}{4}$ cup sugar |
| melted butter or | $\frac{1}{2}$ teaspoon salt |
| other fat | 1 cup cranberries |
| 2 cups sifted flour | |

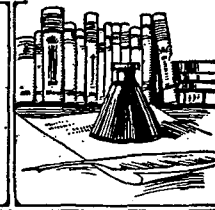
Beat the egg slightly and add the milk and melted fat. Pour into the sifted dry ingredients. Roll the berries in two more tablespoons of sugar, and fold into the batter. Do not stir the mixture any more than necessary. Pour into greased muffin pans and bake in a moderately hot oven (400° F.) for about 30 minutes, or until brown. Serve hot.

Cranberry Sauce

This is very easy to make. Pick over, wash and drain 1 pound of cranberries, and pour them into a kettle containing 1 cup of boiling water. Cover closely and boil rapidly for 10 minutes. Make sure all the skins have "popped," add 1 cup sugar, simmer for five minutes. If you wish to make jelly instead of sauce, strain juice through a cheesecloth before adding sugar.



CORRESPONDENCE



L. U. NO. 1, ST. LOUIS, MO.

Editor:

Greetings to our fraternity and friends! Local No. 1 joins me in appreciating our Journal and contributions by its capable contributors. The writer is preparing a new section, one that has been overlooked. We have forgotten our children. Watch for the Children's page. Merry Christmas and happy New Year!

M. A. "MORRY" NEWMAN,
A Lover of "Light" Work.

L. U. NO. 26, NAVY YARD BRANCH, WASHINGTON, D. C.

Editor:

Our local is still very much on the map. Its press secretary, however, is losing touch with its affairs to some extent, largely due to the fact that Brother Cameron has been keeping him on night work. I don't know just what Brother Roscoe will think about sharing the responsibility for the infrequent appearances of these letters, but I had to pick out somebody to shoulder part of the blame. All that remains now is to hire somebody to take moving pictures of Roscoe worrying about it.

Getting down to more serious business, we have our turkey raffle to dispose of this month. By the time you read these immortal lines, 12 of those popular birds will have been disposed of by the same number of ravenous electricians. In case you may have gotten the idea that our members deal exclusively in turkeys, let me remind one and all that our local numbers among its membership some of the country's most famous rabbit hunters. I will not mention their names here because I feel that they have already received more publicity than any group of hunters are entitled to receive in one rabbit season.

President Graham, Brother Sullender and Brother Italiano have been working on the job of adding to our membership the boys of our trade employed at Indian Head. This addition to our membership has been under consideration almost since we were first organized and we hope that we will be successful in bringing them in this time.

We have been looking forward to R. H. Alcorn's visit to our local. We want to know more about our civil service retirement law. Mr. Alcorn has worked for years in the interests of legislation affecting this law. Many improvements have been made since it first went into effect in 1920. Now in 1935, the New Deal administration advises us that social security is one of the most important parts of its program. Any amendments tending to improve the present law will go a long way in convincing federal employees that social security is soon to be an accomplished fact. It is my opinion that the idea of social security, both present and future, was born with the beginning of the labor union movement. To use the President's own words, "Don't let anyone tell you any different."

CLARENCE DURAND.

L. U. NO. 28, BALTIMORE, MD.

Editor:

Here it is Thanksgiving and some of our boys are in the northwest and a few in the southland. I hope they have a real day of

READ

Important statement in regard to Marieau decision, by L. U. No. 353.

Ways of utilities, by L. U. No. 702. Bachie, old dear, asseverates, by L. U. No. 211.

From "Memphis on the Mississippi," by L. U. No. 474.

Our Journal circulates, by L. U. No. 912.

Let labor groups draw together, by L. U. No. 77.

So much mystery, so much, by L. U. No. 323.

Business manager's jobs, by L. U. No. 309.

Visit from our International President, by L. U. No. 102.

The old year goes out in a blaze of really glamorous letters from our faithful correspondents.

it and also a merry Christmas and happy New Year. Seems as though electricians are always roving about. Only last month, while shopping in one of our markets, I bumped into one of my understudies, the famous James Bonito, of Wilkes-Barre, No. 163, who came here for the Notre Dame-Navy game.

Huneven, of L. U. No. 418, that's a good report—all men off relief rolls. We still have a few on yet. And L. U. No. 357, good work. Here is my application as per your request. What is your wage scale there? L. U. No. 28 has a number unemployed, but there has been a noticeable difference in our earnings this past year.

Charles Mooney has an injured hand. I am glad it was not both, as he needs one on cold days when he drops in to look in the mirror. Johnnie Schnitzlein dropped in the office lately. He looks prosperous. How many of our members had a look at the China Clipper built in Baltimore? Some ship, a flying advertisement for our city. Brother Whitey John has been appointed as a city telephone man, against two other non-union men. Thanks to Fred Raush, secretary of the Building Trades Council. The CCC camps are employing a few of our county electricians for short periods, but all this helps.

Parthree, Mannel, Wintersteen, Frizell and Eveson have taken travelers and flown. Good luck, boys, one more hour and I would have been there before you. Guess it was all for the best. Funny how a fellow changes his mind so sudden. I suppose A. Schoenfeld will also turn up some place. He left here with his family in the old family buggy.

This old local has turned out all kinds of workers. L. Roy Grubert is a bottler in a brewery, Peck Biertz a brewery driver, John Burg is a refrigerator man, Farley an engineer, Al Fuller ship builder, F. Klein a caddy at times, J. Stickler, the chiseler, a beer baron, and about 50 were at one time a janitor. And say, a janitor in our hall has

to know as much and more than the office force such as—who went to work—where? Is so and so working? How long out of work? How did that guy get ahead of me? Is Mr. Doe in his office? What time can I see him? And a thousand other questions like this, and the best answer I suppose to cover all is "I don't know." They say H. A. and L. H. Offutt—well, they are on it in the Enterprising Electric Company, and both look prosperous. Now, Local No. 28 and myself, extend to all our tenants, viz, sheet metal workers, plumbers, steamfitters, teamsters and chauffeurs, linemen, chemical workers, photo engravers, bindery women, linotypers, last, but not least, the Baltimore Federation of Labor and Building Trades Council, a very merry Christmas and a more prosperous New Year, and the same to all the membership here and international, and you can throw all my Christmas presents in the umbrella. Now, I am tired holding the cat by the horns, and besides I don't count much after you read this, so here she goes.

PARKS.

L. U. NO. 38, CLEVELAND, OHIO

Editor:

We wish to let the many friends of William (Bill) O'Connell, who was initiated in L. U. 39, June 1, 1914, know that Brother O'Connell passed away on Monday, November 18, after a brief illness. Brother O'Connell had many friends throughout the country who will be sorry to hear of his death. Local Union No. 38 has lost a true and loyal member.

CLAYTON R. LEE,
Financial Secretary.

L. U. NO. 39, CLEVELAND, OHIO

Editor:

It is said that Lincoln freed the slaves with the stroke of his pen. It is predicted that President Roosevelt will free us "economically" by the same method when he signs the Townsend Plan of recovery.

At our November meeting, Mr. J. E. Robb outlined this plan to us and left no doubt in anyone's mind that the Townsend Plan was not only practical but economically sound. If you honestly believe money is a medium of exchange and not a medium of control, you owe it to yourself and loved ones to inquire as to how this plan will work. And don't be surprised if you pick up your favorite newspaper and read that England has adopted this plan while we are thinking about it.

In my last article I mentioned what is being done by the civil service employees in this city. Our entire membership is vitally interested in civil service, as the city is our only employer at present. At our November election (city), the voters granted all city employees the right to a hearing before the civil service commission. So, in the future all classified civil service employees will have a chance to appeal in case they feel they have been wrongfully discharged.

Some of our labor leaders feel that the Civil Service Employees' Association will be a distraction from the labor movement rather than a supplement to the interest of labor. True enough, some of these leaders have made

statements, etc., that when published were so dense they commanded little or no attention and, if memory serves me rightly, today they are the supporters of industrial unions of the type John Lewis, of the Mine Workers, is fighting for.

We have an excellent example of the vertical union established by the A. F. of L. at the 1934 convention. The Cleveland Electric Railway was compelled to recognize the Street Carmen's union under NRA. This union immediately set rates for everyone from car sweeper to superintendent. We protested to this union for establishing rates for work that rightfully belonged to us. We mutually agreed not to start a jurisdictional dispute on the grounds that at the next A. F. of L. convention this probably would be settled. It was the convention which adopted the vertical union, two years ago, and by establishing that precedent caused a great breach at the Atlantic City convention a short time ago, with the result that Mr. Lewis resigned as vice president of the A. F. of L. a few days ago.

If the labor movement is interested in combating mass production, we should all get behind the Townsend Plan for mass consumption. Industrial unions will not solve this problem. ENYAW.

L. U. NO. 77, SEATTLE, WASH.

Editor:

Local Union No. 77 finds itself at this time in the midst of a jam of militant labor activities—many issues of vital concern arising out of a very complex situation in which workers in varied industries are calling more and more for united action along the lines of a common struggle against the determined drive on the part of the employers toward lowering working conditions, longer hours, less pay and the constantly growing menace of "share-the-poverty" programs through taxation, fund drives, etc.

We feel that the tactics for success in our efforts to maintain or raise our living standards point towards combining our forces with those of other workers—much in the

same manner perhaps as the employers or employer-representatives do, through the medium of "Committee of 500," Washington Industrial Council, Chamber of Commerce, etc. Fortunately for us, however, their lines of offense are constantly breaking at crucial points, due to the fact that the lesser fry of local business men are beginning to see that their own interest lies with the workers upon whom they must depend for patronage.

At the present writing, many small concerns are secretly, some openly, supporting the Flour and Cereal Workers, now on strike since October 2 at the Fisher Flour Mills. It is safe to say that donations of food and supplies from these lesser business men equal if not exceed those from all other sources. Evidently, they see themselves in relation to the situation as co-victims of organized finance—capital. In fact, the morale of the picket lines is high and the support of the public generally by boycotting Fishers' products is a real demonstration of working class solidarity.

Regarding the PWA workers, two developments might be pointed out. First: Due to pressure brought to bear upon administration employers, who see the potential possibilities of union organization among relief workers, certain concessions have been made in the direction of granting union scales of pay. The joker, however, lies in the fact that the workers must demand the condition or otherwise it is considered that silence gives consent to the coolie wage scales. Second: Some organization of project locals has been achieved and in other cases more or less successful protests have been waged against the coolie standards.

Our local union is a participating member of an organization committee whose function is to establish project locals. This committee is made up of representatives of other trade unions and unemployment groups. As in other sections, we meet with considerable opposition from the ranks of labor, especially professional laborites.

There is much propaganda being circulated with the purpose of confusing and paralyzing labor. Much of the opposition presents itself as an alibi to shirk responsibility or as a

cloak to hide reactionary tendencies. However, we are making progress.

In numbers, L. U. No. 77 has increased over 200 per cent within the past year. In this connection, we feel special mention is due our business manager, George Mulkey, whose constant and determined efforts have contributed to the success of our organizational drive.

In the next letter we shall report concerning the Commonwealth Federation of Washington, its structure and purpose, and also of our plans to co-operate with a movement which, we believe, makes for progress.

L. P. WOOD.

L. U. NO. 102, PATERSON, N. J.

Editor:

I had the pleasure, on November 23, along with the business managers of 12 local unions of the state of New Jersey, to become closer acquainted with our International President, D. W. Tracy.

In the state of New Jersey the Public Service Gas and Electric Corporation has refused to recognize the I. B. E. W. After we contacted President Tracy on this matter, he called a special meeting of the business managers and presidents of the local unions affected by the mandate of the Public Service and outlined a course of action which will be executed collectively by these 12 local unions.

After hearing President Tracy, I know a number of his listeners changed their attitude toward our International Office. I myself see things in a different light because I know we have an International President who is not dictatorial nor autocratic but is sympathetic and willing to do everything within his power to assist us in our fight to better ourselves.

At this particular meeting President Tracy stated that the International Office was a service institution, there for our benefit. After putting up with the dictatorial attitude of our past president it is certainly a relief to know that we have a man in Brother Tracy of whom we can feel proud, who is not our dictator but rather our counsellor.

Local Union No. 102, along with the entire labor movement in our particular county, at the recent election had the satisfaction of seeing a man from the ranks of labor run high on the ballot for the office of freeholder. Brother Robert Wardle, business manager for the Plumbers and Steamfitters Local Union No. 49, was the successful candidate. And are we sticking our chest out! This is a step in the right direction, but we should take a few more steps and elect more real labor men to political office. Those of you who have come in contact with WPA will realize more than ever before the necessity for this.

The labor movement in our county not only realized that it was necessary to place labor men in political office but that they should also have their own newspaper. With this objective in mind a corporation was formed, the People's Voice Co-operative Association, and, with Brother Peter Hoedemaker, of Local No. 102, as president of the association, stock in the corporation was offered to the public. The association will publish its first issue on December 12. The paper will be called the Paterson Press, and the entire labor movement wishes it success. Brother Hoedemaker certainly deserves a lot of credit for his effort.

Regarding work in Paterson, we are still trying to locate that famous "corner."

S. J. CRISTIANO,
Business Manager.

L. U. NO. 108, TAMPA, FLA.

Editor:

After a sojourn in the east and middle-west and an unsuccessful campaign in the battle of job seeking, I decided to make



Members of Local Union No. 3 and Their Families Go on the Picket Line

When the firm of Weiss, in the Bronx, New York City, broke an accepted rule and began the construction of apartment houses with non-union labor, members of L. U. No. 3, International Brotherhood of Electrical Workers, their wives picketed the job.

The strike was carried on with all modern improvements. Street corner meetings were held at which prominent leaders of the city talked in behalf of unionization. Pamphlets written by John K. Lapham, assistant business manager of the local union, were freely circulated throughout the Bronx. There was no relaxation of discipline during Sundays or holidays. The job was picketed seven days per week. Irving Hopkins, of L. U. No. 3, handled the publicity.

use of the depression by returning to school. But after four years the battle was still raging on all fronts. The winter season was coming closer, and it meant chasing the moths out of the overcoats and flannels. My thoughts began to wander again, this time to the warm, sunny climes of the sunshine state of Florida, so there was nothing else to do but to pack my few belongings and head South. I arrived here just in time to have this office placed in my lap, so here goes.

After an absence of six years I found a number of changes, but the same smiling faces at the labor hall, with several new ones. Conditions here are about the same as at other places, everyone wonders when we will get a break. About the only break we have at present is that the weather is nice and the sun still shining with its summer strength.

My stock of news about Tampa is limited for the present, as I've been here less than a month, and after renewing old acquaintances I expect to be able to give more newsy accounts about this gang down here on the Hillsboro Bay. At present our worthy president, Bob Jack, is working in Lakeland, so was not able to be at the last meeting. Most of the other officers are at the can plant. We also have a number of our members at the can plant, the rest being scattered around among the contractors.

I hope this meets with the approval of the members, but as this will be the first time this local has appeared in print in over a year I don't expect to be called down very much. I am at present getting some information together for next month, which should prove to be interesting, so fellows, take it easy until I get into swing.

THEO. FIGENTZER.

L. U. NO. 109, ROCK ISLAND, AND MOLINE, ILL., AND DAVENPORT, IOWA

Editor:

I believe it has been quite some time since the JOURNAL has had a letter from Local Union No. 109, Rock Island and Moline, Ill., and Davenport, Iowa. Work has been very good in the past two years. Most every one in L. U. No. 109 seems to have something to do.

When I look back to a few years ago, when only part of us were working three and four days a week, the times now, to me, seem to be quite in contrast. Most all of us now are working five days a week, and eight hours per day. Those of us employed by the People's Power Company, Moline, Rock Island and East Moline, Ill., also the People's Light Company, of Davenport, Iowa, have had the pleasure of enjoying a 5 per cent increase in wages in the past year. Everyone seems to be much more satisfied now than they were a few years back.

So, Mr. Editor, in behalf of Local Union No. 109, I greet you and all organized labor with a merry Christmas and a happy and prosperous New Year.

WARD A. RUPPER.

L. U. NO. 125, PORTLAND, OREG.

Editor:

It would appear that, in my letter of a couple of months ago, I somehow conveyed the impression that I was going on a trip. Since I got back (for I did go) it seems that most of my conversation has been in answer to the question, "Did you get anything?" So, for the benefit of the two or three who haven't yet asked, I may as well say here that I did. I had two weeks of the finest deer hunting I have ever experienced. And that is

SERVICE TO LABOR RADIO STATIONS

Due to the increased interest of central labor unions and local unions in the establishment of labor radio stations just at this time, the Electrical Workers' Journal announces that the research department of the International Brotherhood of Electrical Workers, in co-operation with the technical department of WCFL, the Voice of Labor, Chicago, is prepared to give free counsel and advice to these labor bodies. This counsel will consist of suggestions as to proper procedure in preparing applications before the Federal Communications Commission, authentic figures and data as to costs, and other matters. Inquiries can be made of the research department, International Brotherhood of Electrical Workers, 1200 15th St., N. W., Washington, D. C.

what I went after. One day I even got a shot at a big buck—and had the pleasure of seeing him go bounding merrily on his way over the mountain. I didn't feel badly because I had missed. Four other fellows and the oldest son did likewise. But there was another day and another buck, and I have a new pair of antlers with my 1935 license on them. Didn't see the six-point patriarch of Panther Peak this year, but heard from him indirectly. Friend of mine saw him last Spring. He's getting older; now has seven points on one side and nine on the other. I'd surely feel badly if that deer were killed—even if I did it myself. You can't hunt a buck for eight years, Mr. Editor, and not miss him when he is gone. And I don't mean with bullets, either.

I had the opportunity to explore some new country around the Panther this year. I think "them thar" are the original hills which the gold was in. Lots of other people have thought so, too. The country thereabouts is all cut up with old prospect holes, diggings and some really extensive workings. One old cabin stands high up on the mountain side at the entrance to a tunnel that has been driven over 600 feet into the solid rock. Nothing but rock ever came out of it, I guess. At another place is a shaft a couple of hundred feet deep, covered by a shaft house two stories high; near it a stamp mill, saw mill, stables and a dozen or so cabins—all deserted, empty and weather-beaten on the top of a lonely mountain. An auto camp, ready built—if you could get autos up there. All over the mountains is the evidence that "Hope springs eternal," and also the evidence that, so far as gold mines are concerned, it doesn't always spring very far. Hardly an outcropping of quartz that hasn't been prospected, some deeply, some scarcely below the surface, and many of them have paid. A great deal of gold that made California famous in '49 came from this region. I think that, when I get my pension, I'll go down and see what the prospects are in some locations that I know of myself. Maybe I'll let you in on it Mr. Editor.

But I warn you, the going will be plenty rough. So far as I know, Paul Bunyan never logged any in that neck of the woods, though he hunted there a great deal, and it was never leveled off much. He maintained it as a "primitive area," I think, and even mused up the topography somewhat to give the wild

game a better chance. I have often stood below and gazed up at the northeast slope of Panther Peak. It is a nice, smooth-looking mountain from that side. Quite steep, but apparently even terrain, masked beneath the blended foliage of manzanita, laurel, scrub oak and madrona, overcast by the taller pines and firs. I said "masked" and "blended." I once tried to come down that slope in a short-cut for home. I wound up half-way around the mountain and three miles from the place I was headed for. You start off, confidently enough along a little ridge. Little ridge swings imperceptibly to the south—or east or west. Pretty soon it divides into two little ridges. You probably take the wrong one. Can't see out, only straight up—and not much of that. Come out in a slightly open place. Decide you have gone a little too far to the right—or left; drop down into a little "draw" to cross over to another ridge; find the little draw is quite a deep canyon; climb up through the brush on the other side; feel that you are heading too far up hill, swing down a little and soon find yourself in the bottom of a deeper canyon. Mr. Editor, the sides of those old mountains, under their screen of brush (if and when you can get through it) are so wrinkled as to be positively corrugated. And if you get where you want to go with the minimum of effort (which is lots more than you thought the maximum would be), you've got to have a keen sense of direction, a genius for finding the easier (there ain't any easiest) trail, and a heck of a lot of good luck. It's getting down into the canyons and out again that presents the problem. The hills and ridges are only the ground between the tough spots—and never run in the right direction. But I like it.

A serious thought is in my mind today, Mr. Editor. Recently, I heard voiced a severe criticism of a young man. I know who the young man is, but am not acquainted with him. Neither, I think, was the one who was repeating what "they say" and "I hear" about his standards of personal conduct. I suggested that it is kinder to leave critical thoughts unspoken, even if we know them to be true, which is seldom the case. A few days later the young man was in the hospital at the point of death, suddenly stricken with pneumonia. The critical party then learned that the boy's parents were separated, his home life unattractive, and his condition per-

haps partly due to neglect. But the criticism could not be recalled. I have learned that, nearly always, when I am inclined to criticize and censure my fellow man, closer acquaintance will prove that he is far more deserving of my sympathy and help.

You would scarcely consider the foregoing paragraph in any way connected with the two preceding it, would you, Mr. Editor? Then ponder these lines from the beautiful poem "Compensation," from "Under the Surface," by Frances Ridley Havergal:

How shall we gauge the whole, who can only guess a part?

How can we read the life, when we cannot spell the heart?

How shall we measure another, we who can never know

From the juttings above the surface the depth of the vein below?

Even our present way is known to ourselves alone,

Height and abyss and torrent, flower and thorn and stone;

But we gaze on another's path as a far-off mountain scene,

Scanning the outlined hills, but never the vales between.

"The Depth of Vein Below" and "The Vales Between." What a topic for a poem, Mr. Editor—or subject for a book!

There is a thought fitting alike to the season and the sentiment of this letter for its closing: "And on earth, peace, good will toward men."

DALE B. SIGLER.

L. U. NO. 145, DAVENPORT, IOWA, MOLINE AND ROCK ISLAND, ILL.

Editor:

On November 10, Brother Garnie P. DuCharm, of Davenport, Iowa, died after an illness of about six weeks. He was a charter member of the old Davenport local and a good worker of L. U. No. 145. He tried to attend all the meetings when possible and did his part when put on the committees. He was one of the first to receive the pension which No. 145 has adopted. Brother DuCharm was a great lover of flowers and grew them by the thousands as a hobby. Gladiolas were his favorites. It was his pleasure to pick bouquets of them and take them to the sick at the hospitals. May he rest in peace.

In the October and November issue the press secretary of L. U. No. 125 wrote about one of the Brothers paying him a dollar for his article appearing in print. I will say they were good and well worth the money, but I can go him one better. Our president, at the last meeting, came over to me and said, "Gee, Clough, your stuff looks and reads like h—. I'll give you five bucks to cut out writing that junk." But on the square, fellows, I don't need the money, so here goes!

November 18, the quad cities joined together in the dedication of the new \$1,800,000 bridge spanning the Mississippi River and connecting Bittendorf, Iowa, and Moline, Ill. The bridge was dedicated as a memorial bridge in honor of the living and dead who served in the World War, and to a closer relationship in aspects between Illinois and Iowa. At the exercises were Governor Henry Horner, of Illinois, and Governor Clyde Herring, of Iowa, Congressman Chester Thompson, State Representative Thomas Sinnett, and Harper of Illinois, Congressmen of Iowa, mayors of the quad cities and Colonel A. G. Gillispie, commander of the Rock Island arsenal. All participants in the ceremony then proceeded to the middle of the bridge where Governor Horner shook hands across a silk ribbon dividing the span with Governor



WILLIAM P. FISHER

Councilman-at-Large-Elect William P. "Bill" Fisher

Again it gives us great pleasure to broadcast to the community at large that labor has again placed in the common council of Buffalo, N. Y., a man who was selected and endorsed by labor for the position of councilman-at-large, and who was elected in the election held on November 5, 1935.

William P. "Bill" Fisher, business manager of the Electrical Workers Union Local No. 41, I. B. E. W., was elected to the common council for a period of four years by the magnificent vote of 102,835.

Bill Fisher, and his labor campaign committee, fought a clean up-hill fight against overwhelming odds, such as the public press and the various city and civic organizations, which gave him no assistance nor mention of his qualifications. These odds against him made himself and his campaign committee work so much harder and more untiringly in its efforts for Bill Fisher's election. And after listening cautiously for the results of the election over the radio we were rewarded with his election by the magnificent vote of 102,835.

Along with Bill Fisher labor also elected to office another labor candidate, Andrew P. Meaney, a member of the Hoisting Engineers Local Union No. 17. He was elected councilman of the Ellicott district for a period of two years.

Bill Fisher ran under the Republican emblem and Andrew Meaney ran under the Democratic emblem.

Two years ago labor elected John J. Doyle, a member of the Painters local union, to the office of councilman-at-large for a period of four years. Mr. Doyle ran under the Democratic emblem.

The labor committee, in selecting Bill Fisher for the candidacy to the office of councilman-at-large, realized first of all his 25 years continuous membership in the Electrical Workers union, his 17 years as business manager of his local union, delegate to the Central Labor Council, delegate to the Building Trades Council, a member of the city board of examiners for master electricians, and his selection by President Roosevelt to the Regional Labor Board of this district, and last but not least, past master of Cushman Lodge of the Masonic Order.

With all these good honors attached to him and no blemishes on his character, or record of achievements, for his opponents to criticize, we felt that we had a 100 per cent candidate to place before the electorate of our city for their consideration, which the results have proven we had.

The wonderful results obtained in the past and present elections prove specifically that labor commands recognition as a part of the city government's administration.

It is with great pleasure that we praise the Electrical Workers Union No. 41, I. B. E. W., in having such an ardent public servant; and trust that his election is the beginning of his climb to higher offices in municipal and state government.

With this in mind, I believe that these results should voice the command of labor throughout the country, and all labor of all communities to seek to elect some of their members to municipal and state government.

Respectfully submitted,

BILL FISHER'S CAMPAIGN COMMITTEE.

Herring, of Iowa, after National Commander of the American Legion Ray Murphy accepted the bridge in memorial to the veterans. Mrs. Hecht presented the bridge to him and then cut the ribbon. Governor Herring went to the Illinois side while Governor Horner went to the Iowa side. Every detail of the dedication was followed by a battery of camera men of the news reels. Ten airplanes piloted by quad city air men and music by various post bands were part of the ceremony. There were thousands who took advantage of the inspection free of toll from four o'clock until 11 o'clock.

Another project in Moline is the airport, which the WPA awarded \$419,000. The airport project includes asphalt and gravel runways, administration building, boudry lights, flood lights, concrete loading ramp and landscaping. When completed it will be the finest airport in the middle west.

Rock Island, Ill., has a big high school to be

built and an armory is coming up, which if built will house three units of the national guard and will have a seating capacity of 6,000 people. Davenport, also, has its building program. For you Brothers who do not know the conditions around here, I want to say, any work done in Davenport Iowa, or Rock Island, Moline or East Moline, Ill., not only helps out the city where the work is being done, but helps all, as we are like one large city.

Our financial secretary was telling once how he was doing some work in a house that had not been used for some time and going to the piano, looking at the dust on it, said to his helper, "Look, I can write my name in the dust on the piano keys." The servant, hearing this, said, "Lord, ain't education a wonderful thing!"

A recent speaker before a woman's organization, talking of Persia, spoke of how careless the men over there are about their wives

and said it was no uncommon sight to see a woman and a donkey hitched up together. One lady piped up and said, "That isn't very unusual, you often see that over here."

Hope you all had your fill of good things on Thanksgiving. I see in looking over the JOURNAL that L. U. No. 145 was the only one wishing a happy Thanksgiving. So, in closing, let us wish you a merry Christmas and a prosperous New Year greetings from L. U. No. 145.

CLOUGH.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

Two years ago the family asked me what I wanted for Christmas and I said a Royal portable would be just the thing, so-o-o, I got a pair of hip-boots. But this year I fooled 'em and went out and got me one of those nifty little things and then told the folks that

FRATERNITY OF THE AIR

(Copyright)

Boys, here is our growing list of I. B. E. W. amateur radio stations:

160 meter
phone, 1963
KC

N 6 I A H
W 1 A G I
W 1 D G W
W 1 F J A
W 1 I N P
W 2 A M B
W 2 B F L
W 2 B Q B
W 2 C A D
W 2 D X K
W 2 G I Y
W 2 I P R
W 2 S M
W 3 J B
W 4 B O E
W 4 B S Q
W 4 D H P
W 4 D L W
W 4 J Y
W 4 L O
W 4 S E
W 5 A B Q
W 5 A S D
W 5 B H O
W 5 C A P
W 5 E I
W 5 E X Y
W 5 E Y G
W 5 F G C
W 5 J C
W 6 A O R
W 6 C R M
W 6 D D P
W 6 E V
W 6 F W M
W 6 G F I
W 6 H L K
W 6 H L X
W 6 H O B
W 6 I A H

H. E. Owen
S. E. Hyde
W. C. Nielson
Melvin I. Hill
Frank W. Lavery
Eugene G. Warner
Fred W. Huff
Anthony J. Samalionis
William E. Kind
Paul A. Ward
Irving Megeff
John C. Muller
S. Kokinchak
James E. Johnston
William N. Wilson
C. T. Lee
S. L. Hicks
Albert R. Keyser
Harry Hill
I. J. Jones
L. C. Kron
C. M. Gray
Gerald Morgan
Frank A. Finger
D. H. Calk
William L. Canze
F. H. Ward
H. R. Fees
L. M. Reed
Milton T. Lyman
J. B. Rives
Francis M. Sarver
William H. Johnson
John H. Barnes
Lester P. Hammond
Victor B. Appel
Roy Meadows
Charles A. Noyes
Frank A. Maher
Rudy Rear
S. E. Hyde

Angola, N. Y.
Los Angeles, Calif.
Newport, R. I.
W. Springfield, Mass.
Somerville, Mass.
East Hartford, Conn.
Woodbridge, N. J.
Elizabeth, N. J.
Bronx, N. Y. C.
Newark, N. J.
Brooklyn, N. Y.
Bronx, N. Y. C.
Yonkers, N. Y.
New York, N. Y.
Philadelphia, Pa.
Birmingham, Ala.
Birmingham, Ala.
Birmingham, Ala.
Savannah, Ga.
Birmingham, Ala.
Birmingham, Ala.
Birmingham, Ala.
San Antonio, Texas
Farmington, Ark.
Houston, Texas
San Antonio, Texas
Houston, Texas
Oklahoma City, Okla.
Oklahoma City, Okla.
Shreveport, La.
San Antonio, Texas
Los Angeles, Calif.
Lynwood, Calif.
Pacific Beach, Calif.
Hollywood, Calif.
Los Angeles, Calif.
Los Angeles, Calif.
Beverly Hills, Calif.
Los Angeles, Calif.
Las Vegas, Nev.
Los Angeles, Calif.

W 6 L R S
W 6 M G N
W 6 N A V
W 7 A K O
W 7 C P Y
W 7 C T
W 7 D X Q
W 7 D X Z
W 7 E Q M
W 7 F G S
W 7 G G
W 7 I I
W 7 S Q
W 8 A C B
W 8 A N B
W 8 A V L
W 8 D H Q
W 8 D I
W 8 D M E
W 8 E D R
W 8 G H X
W 8 K C L
W 8 L Q T
W 8 M C J
W 9 C C K
W 9 D B Y
W 9 D M Z
W 9 E N V
W 9 G V Y
W 9 H N R
W 9 J P J
W 9 M E L
W 9 N Y D
W 9 P N H
W 9 R B M
W 9 R C N
W 9 R R X
W 9 R Y F
W 9 S
W 9 S M F
W 9 S O O
W 9 V B F

Ralph F. Koch
Thomas M. Catish
Kenneth Price
Kenneth Strachn
R. Rex Roberts
Les Crouter
Al Eckes
Frank C. Pratt
Albert W. Beck
C. A. Gray
Geo. D. Crockett, Sr.
Sumner W. Ostrom
James E. Willis
Raymond Jelinek
Carl P. Goetz
E. W. Watton
Harold C. Whitford
E. E. Hertz
Charles J. Heiser
W. O. Beck
H. E. Owen
Charles J. Heiser
J. H. Melvin
Albert S. Arkle
John J. Noonan
Kenneth G. Alley
Clarence Kraus
G. G. Fordyce
E. O. Schuman
Geo. E. Herschbach
F. N. Stephenson
Harold S. (Mel) Hart
Elmer Zitzman
Frank Riggs
Ernest O. Bertrand
Darrel C. Priest
Bob J. Adair
S. V. Jennings
Frank Smith
Albert H. Waters
Harry V. Eyring
John Morrall

Los Angeles, Calif.
Fresno, Calif.
San Diego, Calif.
Billings, Mont.
Roundup, Mont.
Butte, Mont.
Miles City, Mont.
Tacoma, Wash.
Big Sandy, Mont.
Walla Walla, Wash.
Milwaukie, Oreg.
Milwaukie, Oreg.
Dieringer, Wash.
Detroit, Mich.
Hamilton, Ohio
Rochester, N. Y.
Hornell, N. Y.
Cleveland, Ohio
Auburn, N. Y.
Toledo, Ohio
Angola, N. Y.
Auburn, N. Y.
Rochester, N. Y.
Weston, W. Va.
Chicago, Ill.
Marion, Ill.
Kansas City, Kans.
Waterloo, Iowa
Chicago, Ill.
Granite City, Ill.
Waterloo, Iowa
Chicago, Ill.
Roxana, Ill.
Rockford, Ill.
Kansas City, Mo.
Jeffersonville, Ind.
Midlothian, Ill.
New Albany, Ind.
Waterloo, Iowa
Alton, Ill.
Kansas City, Mo.
Chicago, Ill.

Canada

V E 3 A H Z Thos. Yates
V E 3 G K Sid Burnett

Beaverdams, Ont.
Toronto, Ont.

FRATERNITY GROWS BY COMMUNICATION

they could give it to me for a gift. Only 12 more payments and the thing is mine.

On October 7 we were honored with a visit from the high officials of the International Office and lesser dignitaries of the Brotherhood, who were attending the A. F. of L. convention. After the address by Brother Tracy it was easily discernible why he was chosen to represent these United States at the International Labour Congress in Geneva last summer.

The International Secretary was no stranger, as before assuming his present position he was always a welcome guest as the International Vice President of this district. Enuff sed! Charles Paulsen also went over in a big way, as did John Schilt, of L. U. No. 713; Joe Keenan and Frank Doyle, of L. U. No. 134, and last, but not least, "Bill" Petty, of L. U. No. 584 and the International Representative for the Southwestern District, where the "West" has already begun and women governors are no novelty. "Bill" is a man after my own heart, for he says what he thinks with no beating around any cactus plants or lilac bushes.

As you all know, Brother Paulsen hails from Chicago, which is, with the single exception of Peoria, the greatest metropolis of the midwest and which in time may catch up to the old home town that has recovered its former popularity with the return of legal hard liquors. This year, Charlie brought along the treasurer of his outfit, while in 1925 "the sage of L. U. No. 134" was accompanied by the financial secretary, all of which proves conclusively that the chief firmly believes in preparedness at all times for any emergency.

The roster of "celebs" was not quite complete, for my old amigo, Gus Brisman, from Minneapolis, was not present, due to the fact that he had to leave for home the day before. Gus is a fine chap and will always find a hearty welcome awaiting him in this village.

It is always customary to save the main bout of the evening until last, but that night the program was different. (Eh, Graham?) In deference to the linemen's wives, who so kindly permitted their husbands to have two "nights out" that week, the star attraction was moved to the head of the list. And don't think I didn't catch the quizzical glance of Brother Tracy.

John L. Lewis has resigned as a vice president of the A. F. of L., and I am wondering just what the old fox is up to now.

Two army officers hit the ceiling at 74,000 feet, which is a new record. I have frequently gone up in the air, but not that high, nor in the same manner.

The mess in Europe proves the wisdom of America in keeping out of the League of Nations and all other foreign alliances.

If the attendance at football games this fall can be taken as a criterion, it must be true that Old Man Prosperity is playing a return engagement. And speaking of football reminds me, how many heard the announcer during the Northwestern-Notre Dame game, when he said, "The ball is out of bounds on the 20-yard line and there is a tussle over there between Shakespeare and Longfellow"? I've always thought that old Bill and Hank were right peaceable, devoting their talents to verse and sonnets instead of fisticuffs. And a check-up shows that the actual names of the players are William Shakespeare and Henry Wadsworth Longfellow. Maybe there is something to the theory of re-incarnation, in so far as, if and when a soul does return to earth it is of the opposite nature to its previous existence.

How'm I doin', "Bugs," ol' dear, or would you rather have it in longhand? You must bear with me for a while for I'm just a raw recruit in the large army of "hunters and peckers." I note that the margin on the right

is not so hot, but it seems that neither were some other margins in October, of 1929.

"Tom" Dealy, in the October WORKER, was very kind to this writer and no one can deny that a little praise now and then is relished by the best of men (and women too). But in this particular case I feel that in many respects he has grossly overrated me. To him I say, "Thanks, Tommie, you old flatterer."

Apropos of Horne and the smaller type of dirigible, I can recall hearing my father tell of the days when he was paid half in cash and the rest in Bell Telephone stock, that was selling for 10 to 15 cents a share. Before he died, in 1918, he estimated that, had he kept all the stock and had purchased an additional \$200 worth at the same figure, he would have been worth (in 1918) close to 225 grand. But he was "one of the boys" in those old days and frittered away his dough even as you and I, in our formulative years. Eh, wot?

And again in 1900, who in their wildest dreams or fondest fancies did foresee the huge profits to be reaped from a \$500 investment in the original Ford plant? So it is with all sincerity that I hope and pray that Horne and the other pioneer investors in this new enterprise will receive the same wonderful breaks that the Ford and Telephone stockholders got.

Where are the scribes of L. U. Nos. 51 and 210? They bloomed for a day then faded away like yesterday's snow, which was the first of this winter.

The present set-up for all PWA and WPA projects in this city and county is not acceptable to us and I doubt that the electricians will profit to any extent. More anon on this subject.

Our new post office building was started in October, but so far the electrical contract has not been let as the general contractor is trying to peddle it for a ridiculously low figure and all bona fide bidders have turned thumbs down.

A little local chatter: Vice President Saltzman presented the chair with a new union-made gavel, which was greatly appreciated. The old one was a relic of by-gone days, having been through many a hectic verbal barrage, but in so far as I know was never used to crown any of the members—and neither will the new one be applied to the ivory dome of any refractory constituent.

The day room is well occupied with the gang waiting for something to break, and I hope it will be soon, for Christmas is just around the corner and the "chilluns" need a new pair of dogs, as well as the festive bird that used to grace the table at this time of year.

Bucky Taylor has become the best "500 rum" player in the local, as well as the leading orator of the outfit. Niger Leeds done got married and has the blessings of all the mob. Due to these unsettled times, it is my personal wish that all the troubles of the happy couple will be little ones (and not the kind that you are mebbeso thinking).

Say what the lovely so-and-so ails this gosh-durned machine, for all of the sudden the type is going cockeyed as h— (well, I don't know how to spell it).

Just happened to think—no, it didn't hurt—that you and the rest of the civilized world

are going to help celebrate my birthday, as it falls on Thanksgiving for the third or fourth time in the last 27 years. (So what?) Yeah, I still have 'em, not being like some of these old birds, like Chambers, "Pop" Martin, Gawge Sinn, "Baldy" Richmond, Heppie, "Snooks" Harvey Cameron, Taylor, Orrey Hills, "Prof" Naylor, Saltzman, Knable, "The Copyist," and a few others. Yowsuh, compared to some of them I am still an infant in swaddling clothes.

With best wishes for a merry Christmas and a happy New Year I will now kick out the breaker.

BACHIE.

(And not "Batchie," if youse gals and youse guys in the office get what I mean.)

Editor's note: Doris the copywriter and Edith the proofreader are much hurt by this remark. They want to know when did they do you wrong?

L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

From experience I have found out that jobs are lost to us because of the reluctance on the part of our members to make a proper investigation of any job or work which might come to their attention when there is any doubt in their minds as to whether it is being done with union labor or not.

Some of the reluctance is due to a feeling that the business manager is being paid to look after the affairs of the organization. The sorry thing about this kind of an attitude is that many times a member happens to see a job going on and he, in turn, reports to the business manager who may have a number of other matters pending, of equal importance, which require his attention at that particular time, with the result that the time lost gives the parties who are doing the work ample time to complete many small jobs, or at least get far enough along with them so as to make it useless to try to do anything to straighten them out.

Another cause for reluctance on the part of the members is a lack of confidence in approaching people.

I believe a friendly greeting to anyone is the best possible way to approach them—simply say "Hello" or "Howdy," or whatever expression is the easiest for you to use in greeting people. Next, try to engage them in conversation and then ask them if union electricians are doing the work. If they do not have union electricians ask them if they have any objections. If they have, try to find out what their objections are, then, if it seems that the case can not be straightened out, refer the matter to the business manager.

There are some who will say, "Why should I bother to straighten up the job when the chances are that I won't get to work on the job?" In most cases this would be true, however, a job straightened up is a gain for the organization whether the individual who straightened it up gets to do it, or not, and a gain for the organization is an indirect gain for the member, because the more we unionize jobs the more we add to the prestige of the organization.

Sometimes a case is referred to the business manager and upon investigation it is found that the work is being done with union men. This simply means wasted effort.

There is absolutely nothing whatever gained by a business manager making a practice of visiting the members on union jobs just to be hobnobbing. There are many other things to be doing or to be studying about which keeps a business manager's mind occupied long after the five o'clock quitting time.

A. L. WEGENER.

NOTICE

The Neon Products Sign Company of Lima, Ohio, refuses to sign an agreement with Local Union No. 32 and insists on employing non-union electricians.

L. JONES,
Recording Secretary,
Local Union No. 32.

Lima, Ohio.

L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

The wintry winds are blowing over the Northland and the wealthy are moving down here among the palm trees and flowers of Palm Beach. It is a glorious place to be if one has three square meals a day, but the poor working man must, at present, stay away, because there isn't enough work for the local tradesmen, and they must naturally come first. We hope the time will come when many outsiders will be needed to help us get the season started.

The other day I watched an old negro out in the sun digging furiously at some tough roots but singing happily just the same. I stopped and asked him how he could be so light hearted. He said, "Boy, yer gotter be ignorant to be happy, if you goes and thinks too much it makes yer sad." That night I stepped outside the house and saw a million stars shining in the heavens and I thought of what that old darkey had said. I stopped to think of all those unknown worlds and how little and insignificant our world must be in this vast universe, turning in never-ending space. How unimportant was I standing there on my little world. Not even a cog in a machine, for when a machine loses a cog it must stop, and this world would go on just the same should I vanish at this moment. Not knowing from whence I came, why I was here, or when or where I was going—so much mystery in living, dying, existing. Why must I work for my necessities while others all around me spend their short lives trying to amuse themselves? I work at electricity, yet I do not know what electricity is, nor magnetism, nor gravity.

We build machines to take our places. In the last 30 years machinery has increased man's productive power over 8,000,000 times. Machinery is replacing men who have spent their lives learning their trade, so they must find some other way to earn their bread or depend upon the government or charity. Most states now discourage migration of unemployed labor.

Now we find prices rising and in most cases incomes are the same. We must balance our budget whether the government does or does not, or lose our credit. But why think and be sad—let's not think so much but laugh, sing while we work, do what we can to help make conditions better and probably lighten a burden borne by a friend.

WADE SUTTON.

L. U. NO. 339, PORT ARTHUR AND FORT WILLIAM, ONT.

Editor:

Local union activities are very quiet at present, but we have added a little life to the organization by injecting a little social activity for the winter months. We had a very enjoyable party after the business of the regular meeting on November 1, about 25 members were present, and I think I can vouch for all having a real nice time. We are going to put on several of these parties during the winter, and by so doing we hope to stir up a little enthusiasm among the members. So, Brothers, when you receive your notice of meeting card with entertainment written on it, you will know what it means.

Winter, with its snow and zero weather, is with us again, and with it comes the thought that Christmas is near at hand.

When we look around us at the turmoil that besets this old world of ours, it is hard to believe that we are about to celebrate the birth of Him, who brought us a message of goodwill on that first Christmas morning in a stable at Bethlehem. That mes-

sage of Christian charity has been lost to a certain extent in a world of commercialism and paganism. It behooves us to think deeply as to "whither are we going."

May we, as members of a great organization fulfil our duties as good union men by practicing the spirit of Christian charity, and see that no member of our organization will want for anything during this great festive season, and by so doing we will be fulfilling the wish of Him, whose birth we celebrate, and who gave us all we are and all we have, and all we hope to be.

May I, in closing, extend greetings from Local 339 by wishing the officers and members of our entire organization a very merry Christmas and a happy and prosperous New Year.

F. KELLY.

P. S. Thank you, Mr. Editor, for your many courtesies during the past year, and I have much pleasure in wishing you and yours a very merry Christmas.

K.

L. U. NO. 349, MIAMI, FLA.

Editor:

Due to the geographical location of our city and the warm weather we enjoy here in the winter, many members of other locals are attracted here at this time of the year. We realize this and we make every effort to place them when they arrive. However, this year we seem to be getting many more than in former years. In fact, at the present time we have over 100 out-of-town men working in this area and they are arriving at the rate of four to six daily. It is impossible for us to take care of any more and we want to avert the trouble of having a large number of unemployed here and to save them the disappointment and unnecessary expense of the trip down here.

FRED HATCHER,
Business Manager.

Judging by the influx of traveling wiremen who have drifted into Miami in unusually heavy numbers, it is evident that they all think Miami is a haven for the unemployed electricians. This is a mistake, as most all of the work will be cleaned up in a few weeks and then most of us will be idle for many months. We warn you again, stay away from Miami, regardless of what you hear to the contrary.

CLARENCE GRIMM,
Recording Secretary.**L. U. NO. 353, TORONTO, ONT.**

Editor:

The following extract appeared in the Toronto Daily Star newspaper on Monday, October 28:

"Montreal, Oct. 28.—Canadian courts are unable to enforce contracts between international trades unions with headquarters in the United States and members domiciled in Canada, Mr. Justice Mercier, of the superior court, ruled here on Saturday. In an action by Madama Armandine Pilon Marieau, of Ste. Anne de Bellevue, against the Union of Carpenters and Joiners of America, she claimed \$300 on death benefit policy from the union. The union pleaded that Marieau was not in good standing and also disputed the jurisdiction of the Montreal court on the ground that the head office of the union is at Indianapolis. Without ruling on Marieau's standing, the court accepted the argument that it was without jurisdiction."

The foregoing paragraph has caused a number of inquiries in this office regarding

our insurance and benefits. For the information of the members of this local union, I would like to point out that the constitution states your dues must be paid within three months in order to maintain your insurance and benefits. This has been pointed out to various members numerous times but, in spite of this warning, a great percentage of the members wait until the financial secretary telephones and tells them they are close to the three-months limit, notwithstanding the fact that practically 90 per cent of our members have a \$1,000 insurance benefit.

During the past five years this local has maintained the standing of our unemployed members with the International Office, thus assuring them of the \$1,000 death benefit, yet some of our members have not even taken the trouble to acquaint their next of kin with the fact that there is insurance of any kind in this union.

We have had several members pass on within the past 10 years and in every one of these cases the beneficiary has received the insurance check within 30 days after the death of the member, sometimes within seven days. This, of course, depends on how soon the papers are filled out and returned to this office. In not one of these cases has there been any difficulty whatever; in fact, during my 18 years of membership I cannot recall one case where a member's beneficiary did not receive the proper amount of insurance immediately on presenting claim.

We do not care to get into any discussion with the national unions in this country and we feel, when an organization makes capital out of this sort of stuff, inferring it applies to all international unions in Canada, they are only trying to cause discontent among the workers.

If we cared to go into statistics we could state how many thousands of dollars have been paid to beneficiaries of our members, and, also, the thousands of dollars that are being paid out in old age pensions. As this would serve no useful purpose, we will close by asking the members of this local union, in particular, to read the constitution, in so far as it pertains to benefits, and follow the information contained therein and, you can rest assured, the International Office will do the rest.

First hand and accurate information regarding all phases of the activities of this organization may be obtained by regular attendance at the meetings and not by discussion on the job. Meetings are held on the second and fourth Thursdays of each month in the Labor Temple.

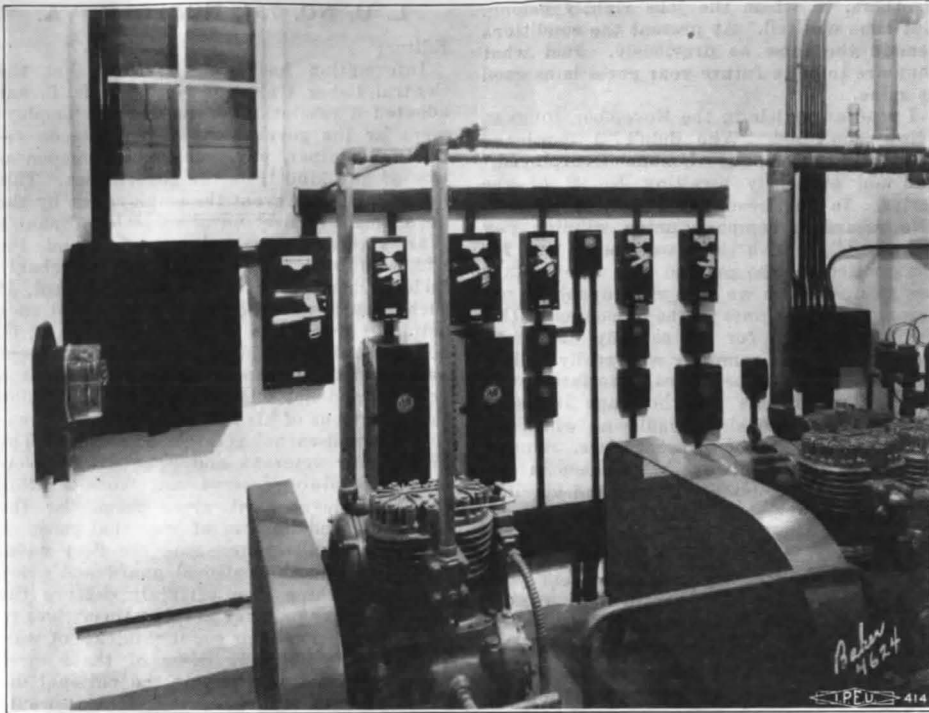
CECIL M. SHAW,
Business Manager.**L. U. NO. 390, PORT ARTHUR, TEXAS**

Editor:

Under separate cover, we are mailing you a photograph of a fully automatic air-conditioning plant installed in the Gulf States Utilities Company office building in Port Arthur, by members of Local Union No. 390, I. B. E. W., for publication in the JOURNAL. Size of the building is 45 by 100 feet, complete illumination; indirect lighting with Westinghouse no-fuse protectors; no wire smaller than No. 12.

On the air-conditioning plant we have: One 15-h.p. motor on a compressor; one seven-and-one-half-h.p. motor on a compressor; one three-h.p. motor on the weather maker; one three-h.p. motor on the evaporator and condenser; one one-fourth-h.p. motor on brine tank; 12 celluloid valves; three indoor thermostats; two outdoor thermostats.

This being fully automatic, operates in summer and in winter with two 5,000-k.w. heaters.



Automatic air conditioning plant installed in Gulf States Utility office building by members of L. U. No. 390, Port Arthur, Texas.

We have obtained permission from the Gulf States Utilities Company to use this information and trust you are in a position to publish it.

JOE VERRET.

L. U. NO. 409, WINNIPEG, MAN.

Editor:

Many gallons of water have gone under the bridge since a communication appeared in the JOURNAL from this local. It is not owing to the fact that we have dropped out of circulation, but merely that nothing of startling importance has occurred to write about; that is, of course, in the view of the present incumbent of this lofty position. Perhaps another scribe, and I think it most likely, would find pages every month to write on many phases of activity in connection with railroading from the electrical standpoint. I am filled with apprehension lest when this appears in print, and is read by the members of this local, there will be a stampede to fill this position which becomes automatically vacant at the close of this year. The only outstanding news concerning all workers on the national lines is the fact that the new King government has stated that the policies of the Canadian National will remain the same, which gives us a breathing spell for the next five years. Had the Conservative party been returned to power it would have been a foregone conclusion that further cuts into the staff would have been made in pursuance of their policy of co-ordination. However, we are thankful that this is not so.

The program of building new equipment and certain alterations to existing rolling stock and other improvements, has re-employed a number of men laid off in 1932. It has been reflected in the electrical department by returning two men permanently, and some temporary positions have been filled, which we hope may turn out to be permanent.

Our organizing committees are active, and it looks as if their efforts, which have already borne fruit, will find most of the lads

back in the ranks, exchanging ideas across the room in the near future.

The festive season is again upon us. The members of Local No. 409 wish, through this medium of epistle, to express their heartfelt good wishes to the executives and members of the I. B. E. W. for a bright, and cheerful Christmas.

R. J. GANT.

L. U. NO. 435, WINNIPEG, MAN.

Editor:

Labor and non-labor members will be nine to nine in the 1936 Winnipeg city council, with the labor mayor, John Queen, holding the deciding vote.

On the school board labor gained one seat which will give them seven to non-labor's six. The chairman of the school board is chosen by the members from among themselves, and this year my guess is that the honor will be pressed onto one of the non-labor members.

I think Brother A. A. Miles, of L. U. No. 1037, had an excellent suggestion in his October letter re a history of the labor movement suitable for use as a textbook in schools and study clubs, etc. Is there such a book in existence? If there is, I would like to know of it. If not, couldn't one be edited and made available?

[Editor's note: Try "A Short History of the American Labor Movement," by Mary Beard. Published by the Worker's Bookshelf.]

Local No. 435 extends its best wishes for a merry Christmas and a happy New Year to our president and all members of the I. B. E. W. We extend a hearty invitation to all to visit us here in Winnipeg (Dutch treat), more especially our Brothers way down south, who probably don't know what a real Christmas background with lots of snow and ice looks like.

I'll be seeing you, Brother Tookey.

C. R. ROBERTS.

L. U. NO. 474, MEMPHIS, TENN.

Editor:

Just a few shorts for the December and Christmas issue.

Brother Freeman, of the I. O., paid us a brief visit of some eight or 10 days around

the first of November. It is a pleasure to have Brother Freeman with us, as he is a man of few words and these words are sensible and to the point. I understand his biggest item here was to try to organize the utility workers of the power and light company. At least they would like to have a local of their own. I wonder what all of this has to do with the TVA's connection with Memphis? Let's see, if Memphis has another local that will be three, I believe—railroad, mixed and utility locals—which would mean about 300 men under the direction of the I. B. E. W.

Our ambitious, rough-talking, go-get-'em business agent, Clayton E. Miller, has really been on the jump the last two weeks, in fact, all of the boys are working, no bench warmers—and does that look good for Christmas? I'll say it does!

This local as yet has failed to secure any work on the WPA. Why? The WPA's scale of wages and Local No. 474 wages will not gee; in fact, I do not see a great deal of electrical work on the WPA. Really, I don't see much skilled work of any kind on the WPA.

I had the opportunity to visit Pickwick Dam and the townsite during the latter part of October. It was a trip worth seeing, particularly the town site, the way the buildings were erected and located, and above all, the electric wiring. And is electricity plentiful? Just as plentiful as running water and used freely. Yes, sir.

The usual custom in this issue, I believe, is to wish each and every member of the I. B. E. W. a merry, joyful Christmas and a happy and prosperous New Year, from Local No. 474 and their families, and as "Popeye the Sailor" says, "I yam what I yam," I'll take this opportunity to wish our Editor the same greetings from one scribe individually, none other than—

R. B. BAKER,

"Memphis-on-the-Mississippi."

L. U. NO. 526, WATSONVILLE, CALIF.

Editor:

In the early days of human life man found his living from day to day. There was no produce raised to feed him, nor any factories or manufacturing corporations to supply his needs. All of his food and clothing had to be obtained from the material at hand. Most of his clothing was made from the skins of animals which he had killed for food.

As he grew more experienced, he found other materials that could be used for his needs. He found plants that gave him fibers that when woven together could be made into clothing. Then he discovered that the hair of some of his food animals could be used in a similar way.

As he advanced in knowledge, he found ways to make the various things he required, but all of these necessities were made by hard hand work.

Then he devised a crude machine to weave these materials into a better cloth. Gradually these crude machines were improved until today there is no need for any more hand work to produce his clothing material.

The same is true of his abode. His first home was a cave or hole in the ground, or a place among the branches of the trees. He next found that he could make a portable shelter out of the skins of animals, as well as clothing to keep him warm. Then he found that by placing four poles in the ground and laying others across the top he could cover them and have a better place to live. Later he found a way to cut down trees and build a log home. From then on it was only a matter of time and development until we had our skyscrapers of today.

Now we have reached a machine age, where one man and one machine replace 14 men.

Study these questions and try to answer them. What are these 14 men replaced by a machine going to do to earn the food and clothing they require? Shall we work fewer hours each day and less days per week? Must we pay a man more money for the hours worked, or are we to limit the years a man may work during his lifetime? That could be done if some provision were made for him for the years he will live after he is not permitted to work. But as none of us know how long we are to live, how are we to determine how many years each man may labor?

We do, in a small way, try to relieve those who are more unfortunate than ourselves, but we are not able to ease the sufferings of those who are not able to take care of themselves.

Will a national pension plan for those who are over the age limit for work be the answer to this question? For, if these people are prohibited from working they cannot be left to starve, nor can we chloroform them.

How can such a national pension be financed? Who will pay it? Will it be a form of insurance or a federal pension raised by a form of taxation?

The plan presented by Dr. Townsend seems to be the best one, but those who have been managing this plan have made it into a racket and are bleeding the people of huge sums for their own benefit.

In the days of old there was no need of purchasing power. If a man needed anything he found it in its raw or natural state, and shaped it to his needs.

Today he does not need to do so, but must buy from someone who has it for sale. If, through unemployment, man does not have purchasing power he is much worse off than his ancestors of the cave man era. Civilization has done great things since those days, but has yet to solve the problem of unemployment and poverty.

P. C. MACKAY.

L. U. NO. 702, ZONE B—DANVILLE AND CHAMPAIGN, ILL.

Editor:

Comes Christmas and another issue of our JOURNAL, arriving a few days apart; both filled, alike, with joys and disappointments. The disappointments in this issue are the unsavory things in the report of our recent arbitration, the skeleton of which was read at the last meeting, held here in Danville on November 21. And what a skeleton it was! The report told of many great things the company was going to present us with, but just like tomorrow, these have failed to arrive, as yet.

We of L. U. No. 702, Zone B, are awaiting a special meeting to be called when Brother Scott, business manager of Local No. 702, will arrive with his cohorts, where at this meeting we will cuss and discuss the arbitration proceedings.

At our recent meeting every member of Local No. 702, Zone B, was present, excepting, of course, those who were on duty at the plants at that time, and a fine showing it was, which I think was representative of the spirit that will be shown in future activities of this organization.

In our recent arbitration it was agreed explicitly to return Brothers Robert King, Bill Sexton, Bert Sexton and Smithy to work in their former positions in the gas and power plants, which has been done as far as this writer knows. Many others were given jobs on the extra list, for extra work, and since there are a good many extra new men working now and who have been working since our strike, it looks as if these folks on the other side of the fence should be replaced with our

Brothers, to whom the jobs rightly belong. But time will tell. At present the conditions remain the same as previously. Just what they are to be in future your guess is as good as mine.

I read an article in the November JOURNAL (Now don't ask "Who didn't?") captioned "Overnight Company Unions Overplayed," and am anxiously awaiting No. 2 of the series. In the headlines I noticed it says, "No record of company union winning pay increases." I wish there were some way for the gentleman who printed that to explain a few things, which we here were unable to get across to certain ones of the personnel of this utility company, for we actually have men working for this company who really believe that the Utility Operatives Association was directly responsible for the wage increases and improved working conditions which we are enjoying at the present time. But, I suppose there are always black sheep in any flock and no amount of dipping and vaccination will change their color.

Well, I appear to be running near the loose end of the number of words allowed for publication, so until next year, I'll be seein' you!

H. L. HUGHES.

L. U. NO. 723, FORT WAYNE, IND.

Editor:

To the Editor of the JOURNAL, to all officers and all local unions, the officers and members of Local No. 723 join this writer in wishing you a merry Christmas and a happy and prosperous New Year!

AARON SCHARLACH.



You want the JOURNAL!
We want you to have the JOURNAL!
The only essential is your

Name _____

Local Union _____

New Address _____

Old Address _____

When you move notify us of the change of residence at once.

We do the rest.

International Brotherhood of Electrical Workers

1200 15th St., N. W.
Washington, D. C.

L. U. NO. 734, NORFOLK, VA.

Editor:

Information has been received that the Central Labor Union of Newport, R. I., has adopted a resolution protesting the employment by the government of any person receiving retainer, pay, pension or compensation of any kind from the government. This is designed to prevent the employment by the government of fleet naval reservists, Spanish War veterans, disabled veterans and the widows of such veterans, and would probably include members of the national guard, if such protest were heeded. Why should such action as that taken by the Newport C. L. U. be sponsored by a labor organization, except possibly that the sponsoring party is not a veteran and not eligible for such a pension and is envious of his fellow workman who enjoys his well-earned retainer or pension? The World War veterans and Spanish War veterans certainly deserve any consideration that the government gives them, for the hardships and horrors of war that most of them have undergone. And the fleet naval reservists and the national guard and army reservists, these men certainly deserve the small retainer paid for keeping themselves in training to serve their country in case of war. In fact, the breaking down of these three organizations would impair the national defense plan to such an extent that it would be dangerous.

That this local does not approve of such a resolution is shown by the action taken at the last meeting, when a motion by Brother Hawkins "that our delegates to the central bodies be instructed to oppose any such resolution, if presented in these bodies," was passed.

And this local is made up of electricians employed by the government, many of whom are not veterans or reservists, so why should others complain, if we do not?

PAUL R. LEAKE.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

Except that some might think the whole letter, last month, was a mistake, the only one noted after a check of my copy was typographical on the part of the printer in changing "moon" to "man." That made it appear that no respect was held for our local president. Such is not the case, as every member of this local has the utmost confidence in all the officers and in each other. Such is as it should be in any organization which expects to accomplish the aims for which it was formed.

We are having considerable success in our organizing campaign, having added about 15 new members since a change of jurisdiction was made recently.

The membership has taken an increased interest in affairs of the local union to the extent of attending executive board meetings. The board members are truly appreciative of this interest as they are able to properly gauge the sentiment of the majority of the members on practically any question.

Regular reading of "Labor," which is furnished the membership by System Council No. 7, will keep you informed as to the status of many of the things for which the Railway Labor Executives' Association is working to accomplish; also the progress of the pension board and many other items of pertinent interest to railroad workers.

By the way, did you get that member—or did you leave it to the officers? Don't forget to give the officers, and incidentally yourself, a better chance to work for you by getting that 100 per cent membership built up as fast as possible. If you aren't familiar with the non-members' names, see one of the officers

for a sheet which will give you the information you want. Then as you see these men remind them of the work being done in their behalf by the organizations, and keep reminding them, no matter who else is contacting them. The more the merrier. "Get that member!"

The writer was pleasantly surprised at the many sources of comment made on our letter of last month. Not all came from within this local. Many came from friends in other local unions and people outside of the organization. The fact that mention was made about it at least indicates the extent to which the JOURNAL is read outside of the Brotherhood. So it behooves press secretaries to write intelligently and clearly on matters they feel are of interest to the readers of our magazine. While a few may be potential Brouns or Lonergans, don't expect masterpieces from all.

The newspapers of Cleveland recently carried the news that the Collinwood railroad shop was to resume six days per week for the winter and increase forces considerably. This was misquoting someone. The shop will work six days for the month of November, according to the bulletins, but to the best information available no increases in forces will take place. However, rail traffic is noticeably increasing and we sincerely hope it continues along present lines.

With all good wishes to the membership,
AL ROSSMANN.

L. U. NO. 1002, TULSA, OKLA.

Editor:

Local No. 1002 will try to crash the "home-spun editorial pages" with a few questions, which to us have been unanswerable.

Why, when everything is running smoothly, is it so hard to keep the members interested enough in the local to at least attend the meetings? Why do the same few continue to come to the meetings, and the same majority rarely ever come?

Is the local to become only a complaint department or a traditional rich uncle, to whom we turn only when we are in need or in trouble?

After all, the local and the organization behind it belong to the entire membership; yet, a mere handful do all the work and then get the reputation of being a "click" who run things to suit themselves and to their own benefit. If a member had \$20,000 invested in the local, would he fail to attend a single meeting for as long as two years at a time, as some of our members have? Still, if he is earning \$2,000 a year he is drawing 10 per cent interest on that amount of money. And what other capital do we have other than our ability, our collective force, and our heritage of a free and plentiful country? If we lose our collective force and through it our heritage, how long would it be before we were reduced to peonage, and lost the major part of our income? Will we not, then, have lost most of our capital and with it our freedom?

Must those who try to keep the local alert and alive to all contingencies, keep things in a continual uproar, and the members forever in hot water in order that they remain interested?

Or shall they be content to make things run smoothly to the best of their ability, and, if this is not enough, to see the thing most dear to their heart die of neglect and malnutrition?

We have been taught that we get out of a thing only so much as we put into it; so, be it remembered by those who put in nothing that they are taking out of the I. B. E. W. the fruits of the labor of someone else; or, in the phraseology of the New Deal, they are "chislers."

So, as the year comes to a close, and we are

taking inventory, let us determine whether we are a part of the driving force, or merely a barnacle upon the great ship of the International Brotherhood.

With best wishes and the season's greetings to all, we close this questionnaire with the hope that we may get some constructive answers to it.

L. R. MARBURY.

Food Company Boosts Six-Hour Day

The six-hour day with wages raised to compensate for the shorter working period is the only solution for the unemployment problem, W. K. Kellogg, the cereal manufacturer, asserted recently in announcing the highest wage scale in the history of the Kellogg Company, of which he is president and founder. The company pioneered in the establishment of the six-hour day five years ago.

The new scale results from an average increase of 12.5 per cent, which applies to all male factory workers and which will be retroactive to October 28. Under it the minimum wage, paid janitors and other unskilled workers, is increased from \$4 to \$4.50 for a six-hour day, the highest in the company's history, including wages paid for the eight-hour day which was abolished December 1, 1930.

Wages in the higher brackets, which include most of the company's men employees, are increased in proportion. Wages of women employees were raised two years ago so that their earnings for six hours work equal those previously paid for eight hours.

Under the new scale, Mr. Kellogg pointed out, the minimum guaranteed wage for men is \$27 for a 36-hour week. But, he added, employees in many departments, including those receiving the minimum, earn an average bonus of 15 to 20 per cent in addition to their guaranteed wages, so that they receive above \$30.

Employees work for six days a week, except in the winter, when they are on a five-day basis. The plan employs four shifts in each 24-hour period.

In announcing the increase, which came as a surprise to the employees, Mr. Kellogg said he is convinced by the experience of his company and by the "failure of other methods" that the shorter working day without cuts in pay is "the only permanent and workable solution of the unemployment problem." It should increase employment by at least 20 per cent in the plants adopting it, he figured.

"There is no doubt in my mind that the solution of the unemployment problem in the United States lies in spreading employment among more workers without decreasing their buying power through reduced wages," Mr. Kellogg said. "By wages, I refer to the amount in a man's pay envelope—not the hourly rate.

"This isn't just theory with us. We have proved it by five years actual experience. We have found that with the shorter working day, the efficiency and morale of our employees is so increased, the accident and sickness rates are so improved, and the unit cost of produc-

tion is so lowered that we can afford to pay as much for six hours work as we formerly paid for eight. The company is more than satisfied with the results."

Mr. Kellogg said that when the six-hour day was instituted five years ago to spread employment, the 25 per cent reduction in working time was partially offset by an increase of 12½ per cent in hourly rates, and the \$4 a day minimum was maintained. This adjustment, he explained, was designed to maintain the 1928 standard of living.

Asked about the national unemployment problem, the sponsor of the Kellogg plan said:

"We are going to have to come to something like this. From 1900 to 1930 when our company made the change, production increased six times as fast as population. We shall never solve the unemployment problem by 'made work,' by the dole, appeals to patriotism and other methods that have been tried and found wanting. Nor would it do any good to divide up the available jobs without maintaining the total purchasing power.

"Of course, there are some plants in which the six-hour day would not be practicable. But I am convinced that if the plan were tried in those plants that could profit by it, there would soon be a big gap in the ranks of the unemployed. It should increase employment by at least 20 per cent in the plants that adopt it."

New Book for Unionists

Aid to the new trade unionist who is wondering what the labor movement is all about, is given in a pamphlet, "Introduction to Labor Problems" (34 pp., 25 cents), by Joel Seidman, just published by Brookwood. Seidman, who is instructor in trade unionism at Brookwood, is also one of the co-authors of "Strikes Under the New Deal" (Brookwood, 25 cents).

Originally prepared for the American Federation of Teachers as part of a study on "What the Schools Teach and Should Teach on Organized Labor," the pamphlet has already been published serially in the Cleveland Citizen. It is a simple analysis of the reasons for a labor movement, and a description of its activities. There is also a historical sketch of the American labor movement, which tells of the growth and decline of the Knights of Labor and the development of the American Federation of Labor.

One section deals with the National Industrial Recovery Act, and others with labor and the law, labor legislation, and the political movements of labor. An up-to-date bibliography of books and pamphlets on labor problems enhances the value of the pamphlet to the worker who is inspired to further reading, or the teacher who is using it as a basis for a workers' class.

"Introduction to Labor Problems" will be particularly useful for beginning classes in workers' education, filling a long felt want for an elementary, and

yet complete discussion of the problems of the labor movement. It may be ordered from Brookwood, Katonah, New York, at a special rate for quantities of 25 or more.

Tuberculosis—A Challenge to Youth

By LOUISE STRACHAN, Director,
Child Health Education, National
Tuberculosis Association.

"He who has health has hope, and he who has hope has everything," runs an old Arabian proverb.

Hope is characteristic of youth, and health has long been regarded as one of youth's prerogatives. Yet for countless ages tuberculosis has been reaping a rich harvest in the field of youth. That it existed in the days of Egypt's greatness is proved by the evidence found in recently unearthed mummies. Tuthankhamen, whose tomb in the Valley of Kings was excavated in 1922, and whose age at death was not more than 18, appears to have died of tuberculosis. The disease has never been a respecter of persons: Prince and pauper, poet and peasant, one and all have suffered its ravages.

Tuberculosis seemed an invincible foe, and indeed it was until the genius of Koch discovered the cause of the disease—a tiny rod-shaped germ known as the tubercle bacillus. This happened but half a century ago, in 1882, and since that time, when a real offensive was launched against this ancient enemy of mankind, the number of lives lost because of tuberculosis has steadily decreased. The tubercle bacillus is on the run! We know more about him today than has ever been known before in the history of the world. We know enough to abolish the disease and the question is not "Can we?" but "Will we?"

Here lies the challenge to youth. The fight cannot be won without the whole-hearted interest and support of high school and college students, for in their group, between the ages of 15 and 24, tuberculosis still triumphs in its old role of "Captain of the men of death." Most young people possess courage—it is twin to hope—and will face facts. The cold hard fact of the matter is that tuberculosis causes more deaths among young people, between 15 and 24, than any other disease. What are they going to do about it? If they do nothing, how can the fight be won?

What can they do about it? First, learn the facts: Tuberculosis is preventable. It is curable. It is not hereditary. It is a communicable disease spread only by close contact with a person whose sputum is filled with tubercle bacilli. Second, know the weapons with which the disease is being fought: The tuberculin test, a harmless skin test which reveals the presence of infection; the X-ray, which shows the degree of infection and disease; the sanatorium, and the surgical methods of treatment. Also learn the importance of the practice of good daily health habits, which help prevent the disease from developing.

Overnight Company Union Overestimated

(Second and concluding installment)

(Continued from November issue)

Matters Discussed with Company Unions

An analysis of the matters reported discussed between management and company unions is presented in table 6. Of the 593 establishments, all but 42 reported the subjects which had been discussed in conference with representatives of the company unions during the period since January 1, 1933. Ten leading subjects were listed for checking in the Bureau's questionnaire and only 12 companies reported discussion of other matters.

The number of establishments (and the number of employees) in which these matters were discussed is shown in table 6. It must be borne in mind that the frequency with which such subjects are discussed is influenced by the trend of business activity. A study made in the declining phase of a business cycle might reveal a different order of importance. Furthermore, the questionnaire related only to subject matter and shed no light on methods of presentation. The field study revealed that in some instances such discussions involved actual negotiation, but in many instances little more than an announcement of company policy was involved.

Based upon the percentage of all establishments which have company unions, the subjects ranked as follows:

1. Individual grievances and complaints.
2. Health and safety.
3. General wage increase or decrease.
4. Wage rates for specific occupations.
5. Changes in weekly or daily hours.
6. General rules and regulations.
7. Methods of sharing or rotating work.
8. Discharge of an employee or employees.
9. Rules of seniority.
10. Type of wage payment.

When a comparison is made of the relative prevalence and ranking of the matters discussed with their employees by establishments dealing with company unions only and by establishments dealing with both company and trade unions, marked differences in emphasis are revealed. Thus, while individual grievances and complaints ranked first for both groups, the percentage of establishments with only company unions in which such matters were discussed with their employees was 76.2 per cent. In establishments with both company unions and trade unions, 80.4 per cent reported that individual grievances were handled. Likewise, while health and safety ranked second with the group having company union dealings alone (66.9 per cent of such establishments), it ranked fourth with the group with mixed dealings (56.7 per cent). General wage increases and decreases ranked third with both categories, but was reported as discussed in a somewhat larger proportion in the establishments with dual dealings. Wage rates for specific occupations was fourth in order of prevalence for company unions alone and second for establishments dealing with trade unions also. The matter of sharing or rotating work ranked seventh with 57.3 per cent of the establishments dealing with

company unions alone and ninth with 35.1 per cent of the establishments dealing also with trade unions. The discharge of employees was subject of conference with company unions in 47.2 per cent of the establishments dealing with company unions alone and with 55.7 per cent of the establishments also dealing with trade unions. Types of wage payment were discussed with company unions in a larger proportion of establishments dealing with company unions alone than of those dealing also with trade unions—44.1 per cent and 25.8 per cent, respectively.

Since general wage changes, type of wage payment, and changes in hours of employment are fundamental matters involved in employer-employee dealings, it was deemed desirable to ascertain the frequency with which employers discussed all three matters or failed to discuss any one of them with company unions. Thirty per cent of all the establishments with company unions, employing 49.1 per cent of the workers covered, reported that they conferred with company unions on these three important matters. On the other hand, 13.3 per cent of all the establishments, employing 12.0 per cent of the workers, did not discuss any of the three subjects. In general these matters were more frequently discussed with company unions in establishments dealing with company unions alone than they were in establishments dealing also with trade unions.

Company Union Agreements

Of the 593 establishments dealing in part or whole with their workers through company unions, 77 or 13 per cent had written agreements. These 77 establishments employed 52,994 workers or 10 per cent of the total number of workers employed by the 593 establishments. Copies of the written agreements were submitted by 36 of the 77 establishments. Nineteen of these agreements followed closely along trade union agreement lines. They contained provisions almost identical with those generally found in union agreements in regard to wage scales, hours, working conditions, arbitration clauses, and special industrial problems. Of these 19 company union agreements, four were identical with the agreements that these same establishments had with trade unions. Three of these were entered into with American Federation of Labor unions and one with a local of the Industrial Workers of the World.

Of the 36 companies which submitted agreements, nine had agreements limited to the affirmation of the NRA codes under which the particular establishment operated. Eight contained declarations of mutual good will and an enumeration of how the workers can organize for conference with the employer—matters ordinarily incorporated in the company union constitution. No mention was made in these agreements of wages, hours, and working conditions.

Outside Contacts of Company Unions

Between one-fourth and one-fifth of all the company unions were reported as having contacts with company unions in other plants of the same company (table 7). The proportion of workers covered by these

cases was, however, markedly larger than this figure. The contacts ranged through all degrees of formality and regularity. One large company with more than 15 company unions in as many establishments, and employing more than 38,000 workers, stated that—

"Each works council is a self-governed unit, and although the council plan provides for general councils comprised of representatives of the various works councils, there has been no recent need for such joint meetings of representatives of the councils, nor has there been any occasion where a meeting of our representatives with those of another company would have been necessary or of particular advantage to either group."

Another company reported that the by-

laws provided for meetings of representatives of the different plants when necessary, but no such meetings have been held to date. On the other hand, a number of companies reported that formal contacts between the company unions in their different establishments were consistently maintained. In a few cases the establishments so connected were widely separated geographically. Annual joint meetings of employee representatives were the general rule in such cases.

Contacts with company unions in other companies were relatively much less frequent than contacts within the same company. This is the more striking because the number of possible contacts within the same company was restricted by the fact that many of the companies had only one establishment. The total of company unions

with external contacts includes 15 companies dealing through the Loyal Legion of Loggers and Lumbermen, which is here classed as a company union. Four companies were connected with the American Guild of the Printing Industry in Baltimore and one with a federation of printing shops in Boston. Two others handled their labor relations through the Joint Board of Arbitration in the shoe industry in Philadelphia. These 22 company unions are the only ones with clearly defined contacts with other company unions in companies not financially affiliated with the establishments in question. In addition, six establishments reported that their employees had some loose contact with employees and organizations in other companies through correspondence or plant visitation, but these cases are not included here.

Table 5.—Frequency of Company-Union General Membership Meetings

| Frequency of meetings | Company unions only | | | Company unions and trade unions | | | Total with company unions | | |
|----------------------------------|---------------------|---------|----------|---------------------------------|---------|----------|---------------------------|---------|----------|
| | Establishments | Workers | | Establishments | Workers | | Establishments | Workers | |
| | | Number | Per Cent | | Number | Per Cent | | Number | Per Cent |
| Provision for regular meeting | 227 | 150,121 | 38.9 | 48 | 38,104 | 26.4 | 275 | 188,225 | 35.4 |
| Weekly | 9 | 9,716 | 2.5 | 1 | 607 | .4 | 10 | 10,323 | 1.9 |
| Semi-monthly | 10 | 4,981 | 1.3 | 11 | 4,821 | 3.4 | 21 | 9,802 | 1.8 |
| Monthly | 130 | 76,289 | 19.8 | 28 | 28,915 | 20.0 | 158 | 105,204 | 19.8 |
| Quarterly | 12 | 4,284 | 1.1 | 2 | 325 | .2 | 14 | 4,609 | .9 |
| Semiannually | 20 | 10,418 | 2.7 | --- | --- | --- | 20 | 10,418 | 2.0 |
| Annually | 46 | 44,433 | 11.5 | 6 | 3,436 | 2.4 | 52 | 47,869 | 9.0 |
| No provision for regular meeting | 192 | 178,959 | 46.4 | 29 | 86,779 | 60.1 | 221 | 265,738 | 50.1 |
| On call | 117 | 62,853 | 16.3 | 18 | 13,163 | 9.1 | 135 | 76,016 | 14.3 |
| No provision | 75 | 116,106 | 30.1 | 11 | 73,616 | 51.0 | 86 | 189,722 | 35.8 |
| Not reported | 77 | 56,874 | 14.7 | 20 | 19,551 | 13.5 | 97 | 76,425 | 14.5 |
| Total | 496 | 385,954 | 100.0 | 97 | 144,434 | 100.0 | 593 | 530,388 | 100.0 |

Table 6.—Matters Reported Discussed Since January 1, 1933, by Establishments with Company Unions

[Numbers in parentheses indicate order of frequency by number of establishments]

| Matter negotiated | Company unions only | | | | Company unions and trade unions | | | | Total company unions | | | |
|---|---------------------|-----------|---------|----------|---------------------------------|-----------|---------|----------|----------------------|-----------|---------|----------|
| | Establishments | | Workers | | Establishments | | Workers | | Establishments | | Workers | |
| | Number | Per Cent | Number | Per Cent | Number | Per Cent | Number | Per Cent | Number | Per Cent | Number | Per Cent |
| Individual grievances and complaints | 378 | 76.2 (1) | 343,749 | 89.1 | 78 | 80.4 (1) | 125,883 | 87.2 | 456 | 76.9 (1) | 469,632 | 88.5 |
| Health and safety | 332 | 66.9 (2) | 314,449 | 81.5 | 55 | 56.7 (4) | 108,145 | 74.9 | 387 | 65.3 (2) | 422,594 | 79.7 |
| General wage increases or decreases | 318 | 64.1 (3) | 284,176 | 73.6 | 66 | 68.0 (3) | 87,298 | 60.4 | 384 | 64.7 (3) | 371,474 | 70.0 |
| Wage rates for specific occupations | 303 | 61.1 (4) | 313,660 | 81.3 | 74 | 76.3 (2) | 113,235 | 78.4 | 377 | 63.6 (4) | 426,895 | 80.5 |
| Changes in weekly or daily hours | 303 | 61.1 (5) | 282,918 | 73.3 | 54 | 55.7 (6) | 85,250 | 59.0 | 357 | 60.2 (5) | 368,168 | 69.4 |
| General rules and regulations | 286 | 57.7 (6) | 283,056 | 73.3 | 48 | 49.5 (7) | 91,754 | 63.5 | 334 | 56.3 (6) | 374,810 | 70.7 |
| Methods of sharing or rotating work | 284 | 57.3 (7) | 288,403 | 74.7 | 34 | 35.1 (9) | 79,043 | 54.7 | 318 | 53.6 (7) | 367,446 | 69.3 |
| Discharge of an employee or employees | 234 | 47.2 (8) | 284,996 | 73.8 | 54 | 55.7 (5) | 92,558 | 64.1 | 288 | 48.6 (8) | 377,554 | 71.2 |
| Rules of seniority | 214 | 43.1 (10) | 267,378 | 69.3 | 39 | 40.2 (8) | 81,224 | 56.2 | 253 | 42.7 (9) | 348,602 | 65.7 |
| Type of wage payment (piecework, bonus, etc.) | 219 | 44.1 (9) | 258,663 | 67.0 | 25 | 25.8 (10) | 64,178 | 44.4 | 244 | 41.1 (10) | 322,841 | 60.9 |
| Other | 8 | 1.6 (11) | 8,372 | 2.2 | 4 | 4.1 (11) | 26,140 | 18.1 | 12 | 2.0 (11) | 34,512 | 6.5 |
| Three principal matters ¹ | 159 | 32.1 | 203,689 | 52.8 | 19 | 19.6 | 56,873 | 39.4 | 178 | 30.0 | 260,562 | 49.1 |
| None of three principal matters ¹ | 72 | 14.5 | 32,324 | 8.4 | 7 | 7.2 | 31,578 | 21.9 | 79 | 13.3 | 63,902 | 12.0 |
| All establishments with company unions | 496 | --- | 385,954 | --- | 97 | --- | 144,434 | --- | 593 | --- | 530,388 | --- |

¹ General wage changes, type of wage payment, changes in hours.

Table 7.—Contacts of Company Unions with Company Unions Outside of Own Establishment

| Type of union | Total | | Contact with other company unions in same company | | | | Contact with company unions in other companies | | | |
|---------------------------------|----------------|---------|---|----------|---------|----------|--|----------|---------|----------|
| | Establishments | Workers | Establishments | | Workers | | Establishments | | Workers | |
| | | | Number | Per Cent | Number | Per Cent | Number | Per Cent | Number | Per Cent |
| Establishments with— | | | | | | | | | | |
| Company unions only | 496 | 385,954 | 101 | 20.4 | 116,619 | 30.2 | 41 | 8.3 | 34,002 | 8.8 |
| Company unions and trade unions | 97 | 144,434 | 30 | 30.9 | 43,897 | 30.4 | 9 | 9.3 | 11,350 | 7.9 |
| Total | 593 | 530,388 | 131 | 22.1 | 160,516 | 30.3 | 50 | 8.4 | 45,352 | 8.6 |

¹ In addition, one company with 19 company unions in as many establishments, embracing a total of 21,880 workers, reported for all these company unions that "in some instances, employee representatives of one plant have contact with those of another", but it was impossible to determine from the reply to which of the establishments the statement had reference. The entire chain is, therefore, excluded from the group reporting contacts.

Startling Statistics

By ELIZABETH COLE

In spite of the economic situation and the continued necessity for relief, death rates from many of the important death-taking diseases are steadily decreasing. Tuberculosis used to take more people of all ages than any other sickness. Heart disease, cancer, nephritis, pneumonia, cerebral hemorrhage, and accidents, all have higher death rates today for all ages of the population.

But tuberculosis is, nevertheless, quite a serious problem. It is the leading cause of death between the ages of 15 and 24. Moreover, in this decade of life more than one-fifth of all deaths which occur are due to tuberculosis. This is indeed a startling situation.

Recent statistics show that every year in this country there are over 5,000 deaths of boys and young men and 8,500 deaths of girls and young women from 15 to 25 years of age. In other words, the rate of mortality for girls is 76 per 100,000 of the female population and 49 per 100,000 of the male population at these ages.

The fact that so many boys and girls break down just as they are reaching maturity can be combated in two ways. First, children must be better equipped to build up resistance and second, their physical health should be more carefully checked at regular intervals. Of course, our present-day pace affects children as well as grown ups—they do not always have sufficient rest, nourishing food regularly, and proper chances for exercise and sunshine. Yet we are so much more health conscious today than our forefathers were. We have a far better chance of making our children a healthier group of citizens than our grandparents.

As for the regular physical examinations that are necessary so we can find tuberculosis cases early and thereby get control of the disease—we may as well all make up our minds that check-ups on health have to become a part of our routine just as much as overhauling our automobiles and fixing up our clothes and houses at regular periods during the year.

To return to statistics again—it has been found from a study of tuberculosis cases in sanatoria that only 16 per cent were in the early or incipient stage of the disease upon entrance. The remainder were so sick that they will have to remain much longer under treatment and their chance for recovery is far less likely.

It was revealed in a recent study that 71 per cent of the women in a group of sanatorium patients were under 30 years of age on admission; 53 per cent of the men were under 30. Half of the women had been admitted before they were 25. Because of their youth their chance for

recovery is better on the whole, but when we realize that tuberculosis is a needless waste of lives—that it may be controlled and probably will be as unusual as smallpox 50 years from now, we certainly should do our part and give our children more intelligent protection.

The education campaign of the National Tuberculosis Association and its affiliated associations has gone far in making a healthier nation, with people better equipped to fight sickness. We can well afford to support them by buying and using their Christmas Seals, sold annually in December—their work, indeed, has been worthwhile and they deserve to receive the continued help of thinking men and women.

PEARL BERGOFF IS NO PIKING SISSY

(Continued from page 521)

and Rubber Co., Kelvinator Refrigerator Co., Texaco Oil Co. and street car interests in New Orleans, Dayton, Buffalo, New York and San Francisco.

Robert K. Foster, head of a so-called detective agency in New York, boasts of having created a network of spies in building construction and steel unions. In a letter of solicitation to prospective customers he promises, "we will control the activity of the unions and direct its policies, provided we are allowed a free hand by the client," and further, "carry on our intrigue which would result in factions, disagreement, resignation of officers and a general decrease in membership, and if a strike were called, we would be in a position to furnish information, etc., of contemplated assaults."

Provokers of Violence, Too

Once a labor spy has unwittingly been admitted to a union and gains the confidence of his fellow members, it is only a matter of time before he is able to point out the harsh and unfair treatment he and his co-workers receive at the hands of their heartless employer. Half a year may pass before it is discovered that the genial kind-hearted newcomer is in addition a "natural born orator."

True, these stool pigeons of strike prevention and undercover departments fulfil their avowed function to "furnish accurate information of the movements and contemplated actions of their fellow employees." But they have another function, and it is not strike prevention.

All too often an employer tardily decries that his planting of "men of intelligence, courage and great persuasive powers to counteract the evil influence of strike agitators and the radical element" among his workers has been in vain. Of their persuasive powers there can be no doubt. But after all, business is business even to Bergoff—and the loyalty of the stooges lies with the king rather than with the hapless employer—"The strikers might lose or the company might lose," writes Levinson, "but the strikebreaking agency always won. It is an axiom of the business."

Normally, the undercover man passes through a complete metamorphosis. From stout preaching of trade unionism he turns by gradual stages to musing or questioning doubts as to the good intentions of the employer; to frank suspicion, to open denunciation. At the same time he notes the ones who chime in most frequently with concurrence in his sentiment or who applaud the longest. His list of disloyal workers is sent—not directly to the employer, but to Bergoff—where the report is properly embellished and enlarged upon by true artists of the trade, until it is deemed suitable for the eyes of the boss.

Once the swelling tide of discontent gains momentum there is no stopping it. The stooge now apparently slowly turns conservative, at last feebly protesting that the union should do nothing rash, only to be voted down amid an uproar. When the strike is called the other Bergoff departments go into action while the stooge slips away to escort police to the doors of union leaders.

In last year's elevator strike in New York City apartment owners along upper Fifth Avenue and Park Avenue insisted upon first submitting about 800 Bergoff finks and guards to a finger-print test before employing them as strikebreakers around their wealthy tenants. Of these a minimum of 10 per cent of the finks were found to have criminal records, while a much greater percentage was found among the guards, or nobles. Only 439 ever showed up again to learn of the result of their applications. Even of these 48 were prison-pedigreed. Three of them were turned over to police as fugitives from justice. Of the 391 remaining applicants, 20 were obvious dope fiends, while 251 others were rejected because they had offered false recommendations, had tried to shift hands while being finger-printed or because of adverse personal characteristics. One hundred and thirty remained eligible.

"The men offered by Bergoff as guards were never fingerprinted. Hansen (in charge of the fingerprinting) took one swift glance at them and decided none of them would pass his test. He sought nobles elsewhere, while the Red Demon fumed at the idiosyncracies of apartment owners who expected strikebreakers to be honest men."

Actually, finks perform little work. Their function is rather to make as much noise as possible and to create an air of activity about a plant, so that strikers will become discouraged and return to their jobs, at the employer's terms.

Strikebreakers on duty enjoy a charmed immunity from the talons of the law, because they are the law. Wherever they go, a certain percentage of the nobles are sworn in as deputy sheriffs and special police. Endowed with the legal power to make arrests without the formality of obtaining warrants and blessed with the right to carry guns, hand grenades and tear gas bombs, these deputies—backed up by guards armed with clubs and brickbats—have their heyday. Degenerates, the criminally insane and escaped lunatics have found their places among the ranks of Bergoff police. Since the local sheriff always gets his split (a kickback of a dollar a day from the pay of each deputy sworn in) the more deputies, the merrier.

In addition to keeping the community, in which the strikers live, in a state of uproar, nobles are also entrusted with the duty of holding in line the "one-time finks"—foreigners who understand no English, desperate unemployed or others hired on promises of "good, steady jobs" without knowledge that a strike is in progress. Nobles obtain as much diversion in preventing finks from deserting the ranks and in robbing them through a system of concessions, as they do in embittering strikers against their employers. Concessions

include cigars and cigarettes, clean socks and underwear, crap games, liquor, baggage checkrooms, prostitutes and food. Since finks are rented on a *per diem* basis it is essential to the strikebreaking agency not only that the strike be prolonged as much as possible, but that none of the finks, once landed on the scene, be permitted to escape. Nothing can be so disheartening to the professional strikebreaker as a premature settlement of the dispute.

Although the standard price for which employers hire finks is \$5 a day for each, no fink ever receives anywhere near this sum. Usually he gets \$2 or \$2.50 a day. He signs two payrolls, one for \$5 (for the eyes of the employer) and one for the amount actually paid. If he earns as much as \$3 per day he is lucky indeed, but whatever the sum, it does not take long for the nobles to get it away from him in one manner or another. On numerous occasions Bergoff himself has been haled into court by his finks for non-payment of promised wages. Finally, his detective license was revoked, but business goes on as usual.

When an employer agrees to furnish commissary for guards and finks, the strikebreaking agency's ship sails in, indeed. Prices for canned beans, blankets, cots, uniforms and arms are kited sky high and the company billed accordingly. The agent supplying such merchandise receives his split, and everyone is happy. The Railway Audit and Inspection Company, operating as strikebreakers under a dozen names all over the country, has its own munitions factory—one of the most prominent in the United States. Companies have been known to win strikes, only to go bankrupt over the expense involved.

Levinson is right. Whoever loses, the strikebreaking agency always wins.

["I Break Strikes! The Technique of Pearl L. Bergoff," by Edward Levinson; published by Robert M. McBride & Co., New York City; 314 pages; price, \$2.50.]

PRE-FABRICATION STILL IN EXPERIMENTAL STAGE

(Continued from page 520)

pear on both inside and outside walls, are quite an embarrassment to the interior decorator. In some of the demonstration houses, we've been told, wall-paper was used, but it split along the metal channels. Sometimes paint is used, and the metal painted to match the wall, to make it as inconspicuous as possible.

Yes, pre-fabrication is still in the experimental stage. There is no doubt that factory-made materials are finding some favor, but the house in a package has not yet proved itself a practicable possibility. Sales are made, when they are made, because the customer wants fire-proof construction with electrical conveniences, automatic heat and air conditioning, not because he wants the pre-fabricated outer walls with their architectural limitations.

FHA Turns Icy Eye

The Federal Housing Administration recently published the results of a study it has made of technical changes in the building industry, called "Recent Developments in Dwelling Construction."

Turning an icy eye on ballyhoo efforts, the report comments:

"It would appear that an impression is being made in the public mind that the

problem of building better houses at a lower cost, and with great ease and rapidity, has been solved or is about to be solved by the pre-fabricated house and that the mass production of such houses is a new industry with all the possibilities of, for example, the automobile industry.

"* * * The present is definitely a period of experiment. Urged on by the desire to be ready to meet the anticipated demand for new homes, manufacturers are almost daily putting out new forms of materials and new methods of using them. These are still in the exploratory stage. Experience records in their use are so limited that it is too early to tell which have definite merit and will result in the hoped-for better construction and lowered costs.

"The newer techniques in building construction have not yet resulted in lowered costs, and an immediate lowering of cost is not to be anticipated. Comparative cost studies made between quoted prices for ready-to-erect houses and houses built in the usual way, equivalent in size, plan, durability, fire resistivity, insulation, and quality of finish and equipment, show no cases where the ready-to-erect construction has resulted in a saving in total cost. In almost every case such construction has been more costly, and, compared with wood frame construction, it has usually been appreciably more expensive.

"The higher cost limits sales to those few who are attracted to this type of construction, and who do not know or do not mind that the cost is higher."

Listing obstacles in the way of obtaining mass production for such houses, on which lowered costs are predicated, the report mentions the present small demand—in other words, few purchasers are willing to take a chance—and the failure to popularize the "modern" style of architecture which is dictated by the structure of these types. The opposition of organized building craftsmen is another retarding factor, it is stated; and building codes in many cities will not permit a radical development in construction with untried materials and methods.

"Thus faced with a fourfold handicap of high cost, unfamiliar appearance, labor opposition, and unfavorable building codes, the widespread adoption of considerable changes in our methods of constructing dwellings is not to be immediately anticipated. Such obstacles, however, may not be unsurmountable, and the apparently ample capital available for experiment and the increasing ingenuity being displayed by inventors leave little doubt that the effort to overcome them will be vigorously pursued."

We would like to point out that it is not only the skilled building tradesman who is under attack. Success of the pre-fabricated house, built through a national organization, would take the bread and butter from a good many people. Among them are local building materials dealers, and their selling and delivery organization; local general contractors and sub-contractors. Architects also would be among the forgotten men.

SABOTAGING TVA MERRY UTILITY PASTIME

(Continued from page 515)

the prominent Chattanooga and East Tennessee undertaker. Forkner approached him in his Chattanooga office, according to R. J. Coulter's story.

"You have been wanting power in the little filling station a long time," said Forkner. "We have our line built past it now, and are ready to cut you in. Just sign; you don't have to pay any money down."

Coulter, believing he was acting in the interest of his daughter-in-law, and not knowing the TVA line was already under construction, signed.

That was a Saturday. Just that afternoon the line had been dead ended near the station, and made hot. Forkner carried his service cable and a meter to the station after dark. He gave Thurman 18 115-volt lamps, and told Thurman "it won't cost you a penny."

Company Now Trembles

Thurman told him he did not want Tennessee Electric Power Company's current, even if he could get it free, and asked him not to cut him in. Mrs. Coulter was notified, and she, too, hurried to the scene to protest. Forkner went right on, "shaking like a leaf," as Thurman described him.

He installed the service and meter on the residence just back of the station, disconnected the Delco plant, replaced the bulbs, and left the station with Thurman using his A. C. and unable to play his 32-volt radio. Mrs. Coulter consulted lawyers as to whether she should herself saw down the unwelcome wires, but a week later had taken no action.

I, as a reporter for two months on "The News," uncovered the story. Simultaneously, I learned that Forkner had made a "gentleman's agreement" with the mayor and city council of Graysville that in exchange for a five-year contract for street lights a \$900 debt would be forgotten. Nothing in regard to it was put into writing—except, of course, the contract, Mayor Garrett Johnston stated.

The action of the mayor and council was taken without the general knowledge of the citizens of the town. "I consider it a private matter between us and the power company," Mayor Johnston told me. After "The News" published the expose, citizens started a movement for TVA power, requesting that the city of Dayton extend a line into their town to operate in competition with the power company.

Giles County, in which Pulaski owns a municipal distribution system supplied by TVA power, is experiencing similar difficulties, The News learned. Mayor W. R. Rackley blasted the Tennessee Electric Power Company for its unfair tactics, and charged it with definitely trying to block TVA power distribution.

"Work hardly got started on the first of our extensions," Mayor Rackley, of Pulaski, said, "which was a short line to the Aspen



DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled \$2.50

Hill community, when the Tennessee Electric Power Company put crews in the field, erecting poles along certain key roads in desirable areas where we had promised we would furnish service out of Pulaski.

Technical Cover-Up

"It is quite clear that the real purpose is to block our program. Our extensions are to be built only in virgin territory, so as not to compete with any existing power system. The power company, in rushing into the field at this late date and after years of neglect, is selecting only the richest areas in Giles County for its operation, when it is well known that for a countrywide rural network to be put upon a sound business basis requires that the richer areas be included in the network along with those not so richly endowed."

Power company officials refuse to discuss their anti-TVA activities. It is understood, however, that their rates begin at six and one-half cents per kwh., or higher, whereas the TVA rate, standard in all TVA territory, whether urban or rural, begins at three cents and goes down to four mills per kwh.

Former efforts to block TVA, including numerous injunction proceedings and the forming of non-tax paying employees into a block to buy a small piece of land in Chattanooga so that they would be qualified to vote against TVA power in Chattanooga, are fairly well known. For this reason I have dwelt on the more obscure anti-social activities in this article.

I might add, however, that unionism is discouraged in the power companies serving this section, and that rates of pay are not consistent with union or TVA standards.

Over in Coffee County, in the Beech Grove community, the utilities (Tennessee Electric Power Co.) showed signs of economizing in their anti-TVA maneuvers.

Beech Grove residents planned a meeting in which they were to perfect their plans for getting a TVA rural line. They planned to join Bedford countians in a co-operative arrangement. The meeting was set for a Thursday night. That day power company workmen came to town, erected poles, strung wire from John Manley's 32-volt plant in his hog pen, and hung an uninvited street light at an intersection.

Three years ago, according to the story of the Rev. Mr. Powers, of Beech Grove, the residents built up a pool of \$1,500, and offered it to the Tennessee Electric Power Company if they would build a line into the community. Now the unasked-for, unwanted, lone street light shines on, free of charge. Residents believe it is some kind of a trick to block TVA.

GOLDEN LIGHT PROTECTS NIGHT TRAFFIC

(Continued from page 519)

chester County, N. Y., show that night accidents increased 37 per cent after the lighting was discontinued. No appreciable change in traffic density or other factors (with the exception of lighting) was observed on either of these highways during the test period. It is, therefore, reasonable to assume that the increase in accidents was due solely to the inability of drivers of automobiles to see clearly with headlights alone.

Arnold H. Vey, traffic engineer of the State of New Jersey, has made a study of 1933 accident records for a lighted section of highway (Route 25 from the Holland tunnel entrance to the Newark airport) and an unlighted section (from

the Newark airport to the city of Trenton). The lighted and unlighted sections are part of the same traffic artery and have approximately the same volume and character of traffic. It was found that on the lighted section, 64 per cent of the accidents occurred in the daylight and 36 per cent at night, while on the unlighted section, 44 per cent occurred in the daylight and 56 per cent at night.

Since Mr. Vey feels that the two sections are generally comparable so far as accident hazards are concerned, it is reasonable to expect that if the present unlighted section were properly lighted, a 56 per cent reduction in night accidents would result.

We may try to put a price on a human life and on an injury which may leave the victim crippled for life. But what is a life worth? If it is that of just "a person," a value of possibly \$1,000 or \$10,000 or \$50,000, may be established. But what does the life of your mother or your son mean to you? Isn't it something much more than just a "price on their heads?" Isn't any activity which promises a considerable reduction in the tremendous suffering and mental anguish resulting from night accidents worthy of the whole-hearted support of every intelligent individual?

In order to visualize these facts more clearly, the accompanying chart, Photograph "C," which was prepared by the New York State Bureau of Motor Vehicles is shown. The solid black line shows the trend of night fatalities over a period of years * * * the broken line the trend of the day fatalities. Note the gradual decrease in the day fatalities. Also note the very rapid rise of the night fatalities.

The best data that I can obtain from the country as a whole was from the National Safety Council. This covered the five states—California, Connecticut, Massachusetts, New York, and Rhode Island—over a period of five years (1930-1934 inclusive). It follows very closely the New York trend for the same period. It is significant that all five states, without exception, have shown a decrease in day fatalities and an increase in night fatalities. These actual figures as obtained from the National Safety Council are as follows:

MOTOR VEHICLE FATALITIES—DAY VERSUS NIGHT—1930 VERSUS 1934

| | | 1930 | | | 1934 | | |
|---------------------|-------|----------|----------------------|-------|----------|----------------------|--|
| | Total | Daylight | Dusk and Darkness | Total | Daylight | Dusk and Darkness | |
| California ----- | 2,189 | 942 | 1,165 | 2,576 | 933 | 1,601 | |
| Connecticut ----- | 396 | 133 | 263 | 447 | 115 | 297 | |
| Massachusetts ----- | 755 | 364 | 391 | 862 | 336 | 526 | |
| New York ----- | 2,849 | 1,276 | 1,313 | 2,809 | 1,088 | 1,544 | |
| Rhode Island ----- | 104 | 53 | 51 | 101 | 40 | 61 | |
| Total ----- | 6,293 | 2,768 | 3,183 | 6,795 | 2,512 | 4,029 | |

All of the above leads to one conclusion: About 40 to 50 per cent of night accidents are due to lack of illumination. A reduction of at least one-third in night accidents should be made possible by the provision of adequate highway lighting.

The rapid rise of the fatalities during the hours of darkness and the decreases in the number of these fatalities with

adequate illumination more than justify the lighting of our main traffic arteries.

MACHINERY ELIMINATES 44 PER CENT OF WORKERS

(Continued from page 522)

worker would receive extra pay for all work beyond a specified amount. The bonus method often greatly increases the worker's efficiency, but at tremendous nervous strain and frequently the ignoring of such personal physical needs as getting a drink or taking adequate rest periods.

Speed-up System Adopted

Sometimes this change was to a group plan of payment, under which an entire group is paid equally and on the basis of the output of the group as a whole. This system proves to be very tough on the worker who naturally tends to be a little slow as one girl can hold up the whole group. The more adept workers resent this form of payment, too, because they know they can earn more working individually. "One unfair thing," said one such person, "is that when a new girl comes into the factory they give her three days to learn the job in and then she goes on the group. She can't really learn in less than a month. It means the group is carrying the company's burden of teaching beginners, and that's not fair."

When the foreman is put on a group-output basis of remuneration, additional pressure from above is added to individual strain to keep up.

The report of Women's Bureau partly states, "Every effort is being made constantly to render costs lower and production more efficient by the introduction of new and improved machines, of more automatic devices, of better tools, and of more effective use of man power. The effect of these changes increases the productivity of the worker enormously and reduces the number of workers required, on some operations almost to the vanishing point. As a superintendent in a knitting mill expressed it, 'Before long we won't need work-

ers, the machines are so perfect; but unfortunately machines don't wear stockings.' "

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IN MEMORIAM

Robert Skyles, L. U. No. 9

Initiated July 18, 1918

Whereas Almighty God, in His infinite wisdom, has been pleased to take from our midst our esteemed and worthy Brother, Robert Skyles; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost, in the passing of Brother Skyles, one of its true and loyal members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its deep appreciation of the services to our cause given by our devoted Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of Brother Skyles in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN,
JOHN LAMPING,
HARRY SLATER,
Committee.

Howard T. Clark, L. U. No. 68

Initiated June 15, 1916

It is with the deepest sorrow and regret that we, the members of Local Union No. 68, of Denver, Colo., mourn the death of Brother Howard T. Clark; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy be sent to his family, a copy be sent to the Journal for publication and a copy be spread upon our minutes; and be it further

Resolved, That we drape our charter for 30 days in his memory.

M. MONTON,
FRANK WELLS,
CHARLES F. OLIVER,
Committee.

Albert Schreier, L. U. No. 528

Initiated February 6, 1934

With a sincere feeling of sorrow and regret we, the members of Local No. 528, mourn the loss and passing of our Brother, Albert Schreier; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be spread on our minutes, and a copy be sent to the Electrical Workers' Journal for publication.

J. MUELLER,
Recording Secretary.

Louis L. Hartsell, L. U. No. 200

Initiated December 22, 1922

It has pleased Almighty God, the Master Builder of the universe, to call from our midst to a bright and better home above, our esteemed Brother and co-worker, Louis L. Hartsell. He was our personal friend and always proved himself a loyal and faithful union man. By his death we have lost a devoted Brother. It is a loss that cannot be made good. There is no insurance that can compensate us or his devoted wife and loving family for the taking away of such a life. We are again brought face to face with the eternal truth that life, so dear to us all, is but a fleeting shadow.

Whereas the Supreme Architect of the universe has, at death's portals, received life's last credentials from our late Brother, Louis L. Hartsell, of Electrical Workers' Union No. 200, of Anaconda, Mont.

Whereas we miss his counsel and advice, for he endeared himself to our hearts by his loving spirit, kindly disposition and upright manliness; and

Whereas his loving family will miss him more in the home circle than we in everyday life, and wishing to make less bitter their cup of sorrow, when the last sad summons came, he was with his loving wife and family, loyal in life and faithful unto death. To live in hearts we leave behind is not to die.

Resolved, That Electrical Workers' Union No. 200 extend its sincere sympathy to Mrs. Louis L. Hartsell and family and join with them in mourning the loss of a loving husband and father, whose life's work is ended.

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy placed on our records and a copy sent to our Journal for publication.

M. L. McDERMOTT,
O. FAIRBAULT,
E. R. RUPRECHT,
Committee.

Richard Newlands, L. U. No. 9

Initiated June 8, 1902

Whereas Almighty God has been pleased, in His infinite wisdom, to take from our midst our esteemed and worthy Brother, Richard Newlands; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost, in the passing of Brother Newlands, one of its true and earnest members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its keen appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of Brother Newlands in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN,
JOHN LAMPING,
HARRY SLATER,
Committee.

John Keith, L. U. No. 9

Initiated July 9, 1918

Whereas it has pleased Almighty God, in His infinite wisdom, to take from amongst us our esteemed and worthy Brother, John Keith; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost, in the death of Brother Keith, one of its true and good members; therefore be it

Resolved, That Local Union No. 9, of the International Brotherhood of Electrical Workers, hereby expresses its great appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of Brother Keith in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN,
JOHN LAMPING,
HARRY SLATER,
Committee.

DeForest Morin, L. U. No. 9

Initiated June 1, 1902

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, DeForest Morin; and

Whereas in the death of Brother Morin Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; be it therefore

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Morin and hereby expresses its appreciation of

his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our late Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN,
JOHN LAMPING,
HARRY SLATER,
Committee.

William Lewis Slinkard, L. U. No. 863

Reinitiated April 10, 1929

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our worthy Brother, William Lewis Slinkard; and

Whereas in the death of Brother Slinkard, Local Union No. 863, I. B. E. W., has lost one of its loyal and devoted members; therefore be it

Resolved, That Local Union No. 863 acknowledges its great loss in the death of our dear Brother and hereby expresses its appreciation of the services he rendered to our cause; and be it further

Resolved, That Local Union No. 863 extend its condolence to the family of Brother Slinkard in this their time of great affliction; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our local union and a copy be sent to the official Journal of our Brotherhood for publication.

CLYDE O. BLACKLIDGE,
LEWIS JONES,
FRANK P. CLARK,
Committee.

James S. Ray, L. U. No. 724

Initiated April 12, 1915, in L. U. No. 137

It is with deep regret that Local Union No. 724 records the death of Brother James S. Ray.

Whereas Local Union No. 724 has lost a loyal and valiant member whose absence will be deeply felt and whose work in our local will be long remembered; therefore be it

Resolved, That Local Union No. 724 extend to his wife and dear ones our sincere sympathy; may the thought of his good deeds be a constant reminder to them of his splendid character and his wish to help others; may this thought bring a measure of consolation to them; and be it further

Resolved, That the charter of our local be draped for 30 days as a token of respect to his memory; that these resolutions be recorded in the minutes of this local, a copy be sent to his family and a copy be sent to our Journal for publication.

ALLAN C. WRIGHT,
ROBERT GILLESPIE,
HARRY WINEGARD,
Committee on Resolutions.
FRANK W. CUMMINGS, President.

John Brown, L. U. No. 660

Initiated November 17, 1914, in L. U. No. 437

It is with deep sorrow and regret that the members of Local Union No. 660, I. B. E. W., mourn at the death of our Brother, John Brown, who in life was a staunch and loyal friend and a faithful performer of his duties in this local, both as an officer and in the ranks; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved family in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy to the official Journal for publication and a copy spread on the minutes of the local union.

FRANK McMANAMY,
A. R. LAMBERT,
JOHN BOGORT,
Committee.

G. A. Von Schrittz, L. U. No. 125

Initiated February 9, 1909

Local Union No. 125 has now to record the passing onward of Brother G. A. Von Schrittz, long a member of the Brotherhood, and of Local Union No. 125, and for years an international organizer, back in the days when the I. B. E. W., torn with internal strife, was being moulded into the progressive organization of today. Brother Von Schrittz was a forceful and influential character, and had a large part in

shaping the destiny of the locals in this district. Although in his declining years he has not been active in Local Union No. 125, he has yet left the stamp of his influence with us, and we honor the memory of a life devoted to the cause of labor.

To Mrs. Von Schrittz we extend the deep and heartfelt sympathy of understanding friends, for she has been our friend, as he was, and a copy of this tribute shall be forwarded to her. Copies shall also be sent to our Journal for publication, and recorded in the minutes of this meeting. In memory of Brother Van Schrittz, our charter shall be draped for 30 days.

DALE B. SIGLER,
BERT HOPFER,
R. I. CLAYTON,

(SEAL) Committee.
Adopted by Local No. 125 in regular meeting,
October 25, 1935.

R. E. Nance, L. U. No. 666

Initiated March 15, 1932

Whereas Local Union No. 666, I. B. E. W., lost our esteemed Brother, R. E. Nance, October 14, 1935, whose affiliation with the Brotherhood endeared him to us all; therefore be it

Resolved, That in his death this local union has suffered an irreparable loss; and be it further

Resolved, That this local union of the I. B. E. W., bowing to the will of the Almighty, sorrowfully realizes its great loss; and be it further

Resolved, That this local union express to his bereaved family, our deepest sympathy, and that a copy of these resolutions be inscribed upon our records.

C. H. FINCHAM,
FRED A. WALDBAUER,
L. S. BOWLES,

Committee.

John Carl Humphery, L. U. No. 193

Initiated March 2, 1934

Whereas L. U. No. 193 (Decatur branch) has been called upon to pay its last respects to Brother John Carl Humphery, whose departure is mourned by members of the local; therefore be it

Resolved, That we pay tribute to his memory and express our sympathy to his family and drape our charter for 30 days in respect to his memory; and be it further

Resolved, That a copy of this resolution be sent to the Electrical Workers' Journal for publication, and a copy be sent to his family.

C. R. WYLIE,
Secretary, L. U. No. 193.

Victor A. Selby, L. U. No. 569

Initiated March 28, 1935

In regular meeting assembled on the evening of November 7, 1935, Local Union No. 569, International Brotherhood of Electrical Workers of San Diego, Calif., passed the following resolutions:

It is with deep sorrow and regret that we, the members of Local Union No. 569, International Brotherhood of Electrical Workers, record the passing of our esteemed Brother, Victor A. Selby; therefore be it

Resolved, That we, in the spirit of brotherly love, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy sent to our official Journal for publication, and a copy spread on our official minutes.

CHARLES F. IDDINGS,
C. A. NOTHWANG,
M. L. RATCLIFF,

Committee.

C. Hannaford, L. U. No. 125

Initiated September 10, 1917

As we progress toward our own inevitable goal we are continually reminded of its nearness by the passing onward before us of our friends and associates. At such times we seem to realize the limitations of human expression. We feel our loss, we sympathize with those in closer relationship whose loss is seemingly greater—but words seem inadequate to express that feeling.

Brother C. Hannaford, long a member of Local Union No. 125, has answered the final

call during the past week, and our organization will miss him greatly.

We want his loved ones to feel that we share their sorrow, and extend to them such comfort and solace as sincere sympathy can offer.

This tribute to Brother Hannaford shall be spread upon our minutes, and copies sent to his bereaved ones, and to our Journal for publication. Our charter shall be draped for 30 days in his memory.

DALE B. SIGLER,
A. HELGESSON,
H. J. CHARTERS,

Committee.

(SEAL)

Adopted by Local Union No. 125 in regular meeting, November 8, 1935.

Max Drier, L. U. No. 763

Initiated December 27, 1933

Local Union No. 763, International Brotherhood of Electrical Workers, records with heartfelt sorrow the sudden and accidental death of our esteemed and faithful Brother, Max Drier, on October 17, 1935; therefore be it

Resolved, That we, as a union, pay tribute to his memory by expressing our deepest sympathy to his family in their bereavement; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon the minutes and a copy be sent to our official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days as a token of respect to his memory.

C. H. SMITH,
M. E. HARDWICK,

Committee.

Robert Stockley, L. U. No. 459

Initiated February 1, 1934

Whereas it is with deepest sorrow and regret that we, the members of Local No. 459, I. B. E. W., record the passing of our Brother, Robert Stockley; therefore be it

Resolved, That we, in the spirit of brotherly love, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to our official Journal for publication, and a copy be spread on our minutes.

BRUCE LAPE,
ALEX HAMILTON,
THOMAS SISK,

Committee.

A. C. Schmidt, L. U. No. 1

Initiated January 26, 1904

Together we move onward in life side by side, but all too frequently a face is missing from the ranks that we have known so well.

The sudden passing of Business Manager Brother A. C. Schmidt, No. 108390, has left Local Union No. 1, I. B. E. W., with a sense of shock. Always active for the advancement of the ideals he cherished, he was an invaluable force in the progress of our organization. The benefit of his thought and the guidance of his counsel will be sadly missed by Local No. 1.

Resolved, That Local Union No. 1 recognizes and hereby expresses its appreciation of the services he rendered to the cause of our Brotherhood; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes, and a copy be sent to our official Journal for publication; and be it further

Resolved, That the charter of this local be draped for a period of 30 days as a token of our respect to his memory.

M. A. NEWMAN,
J. HERMAN FINKE,
A. L. BOEMER,

Committee.

Perry Brown, L. U. No. 349

Initiated January 24, 1924

It is with deep regret and sorrow that Local Union No. 349, I. B. E. W., records the passing of our esteemed and faithful member, Perry Brown.

Whereas we have suffered the loss of a true and faithful Brother; therefore be it

Resolved, That Local Union No. 349 tenders its sincere sympathy to the family of Brother Brown; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our local union, and a copy be sent to the official Journal of our Brotherhood for publication, and our charter be draped for a period of 30 days as a token of respect to his memory.

CLARENCE GRIMM,
Recording Secretary.

DEATH CLAIMS PAID NOVEMBER 1-30, 1935

| L. U. | Name | Amount |
|-------|---------------------|-------------|
| I. O. | J. Brown | \$1,000.00 |
| 3 | H. Hemmy | 1,000.00 |
| 3 | B. Gennosa | 1,000.00 |
| 76 | W. L. Johnston | 1,000.00 |
| 397 | R. G. Boggs | 1,000.00 |
| 453 | Charles Cooper | 300.00 |
| I. O. | E. D. Salter | 1,000.00 |
| I. O. | R. Newlands | 1,000.00 |
| 9 | J. Keith | 1,000.00 |
| I. O. | John Moore | 1,000.00 |
| 9 | L. E. Elderkin | 1,000.00 |
| 918 | R. Whaley | 1,000.00 |
| 98 | E. E. Baird | 1,000.00 |
| 18 | M. L. Kennedy | 1,000.00 |
| I. O. | F. Miller | 1,000.00 |
| 98 | M. Overing | 1,000.00 |
| 459 | R. E. Stockley | 300.00 |
| 3 | Zack Golden | 1,000.00 |
| 40 | E. E. Martin | 1,000.00 |
| 125 | Charles Hannaford | 1,000.00 |
| 193 | J. C. Humphry | 300.00 |
| 520 | J. E. Kain | 1,000.00 |
| 68 | H. T. Clark | 1,000.00 |
| 349 | P. Brown | 1,000.00 |
| 145 | G. P. DuCharm | 1,000.00 |
| 3 | P. J. Reynolds | 1,000.00 |
| 863 | W. L. Slinkard | 1,000.00 |
| 55 | C. Douglas | 1,000.00 |
| 200 | L. L. Hartsell | 1,000.00 |
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CRAFT AND INDUSTRIAL UNIONS IN BRITAIN

(Continued from page 510)

arrive at a decision, and such decision is being awaited with interest by all unions because the decision may have a far-reaching effect on unions in other industries where similar claims can and may be advanced.

Question: In general, is the British unionist keenly interested in questions of union structure or questions of efficient union management?

Mr. Swales: Yes. Most unions have periodical meetings every two or three or four years where the constitution is reviewed having regard to the changes brought about by mass production, rationalization, improved methods of production, named by your American trade unionist as technology.

Also union management is subject to close examination at these periodical meetings and necessary changes, if warranted, are then made.

PURPOSE OF GOVERNMENT IS NOT PROFIT

(Continued from page 511)

American authors, young and old. I was ever on the watch for a book that kept pace with the changing world, yet could be read and enjoyed by the millions; for in a democracy the millions have as much need for adequate information and enlightenment as they have for employment that is permanent. The failure to provide both usually means the failure of democratic government.

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LABOR SPEAKS AGAIN THROUGH COLOR

(Continued from page 513)

appeal of art. The general objectives of the painting and sculpture section are outlined thus:

1. To secure suitable art of the best quality available for the embellishment of public buildings.

2. To carry out this work in such a way as will assist in stimulating, as far as practicable, development of art in this country and reward what is regarded as the outstanding talent which develops.

3. So far as consistent with a high standard of art, to employ local talent.

4. To endeavor to secure the co-operation of people throughout the country interested in the arts and whose judgment in connection with art has the respect of the section in selecting artists for the work to be done and criticism and advice as to their production.

5. In carrying out this work, to make every effort to afford an opportunity to all artists on the sole test of their qualifications as artists and accordingly, to encourage competitions wherever practicable recognizing the fact, however, that certain artists in the country, because of their recognized talent, are entitled to receive work without competition.

Generally speaking, the work of the

section of painting and sculpture will be to select painters and sculptors to adorn post offices, court houses, hospitals, and other federal buildings in whatever section of the country they may be built. The opportunities thus offered to the artists of America will naturally vary in apparent importance according to the size and prominence of the building to be decorated. The word "apparent" is used intentionally, because the quality of a work of art cannot be measured either by its size or by the importance of its placing.

RESEARCH CONCEPT GROWS ON UNIONISTS

(Continued from page 517)

of these potentialities, which can be of infinite value to trade unions, lies entirely in their hands. We venture to believe that they will not lightly refuse to seize an opportunity which must inevitably work and as an inestimable value to the clarification and improvement of industrial law. Trade unions in Canada will have for the first time in their history, through the generosity of the legal research committee, an opportunity to approach their problems with knowledge and with scientific research behind them—a lack of which as trade union history shows has retarded the march of progress and has all too

frequently rendered barren and of no effect efforts by the trade unions to know the law, to understand their rights, and to work at reform legislation.

Finally—for we are living in a business world—it may be asked why should the legal research committee be prepared to do all this work for nothing? The answer is, they are not doing it for nothing. They are going to get out of it an opportunity which every true scientist values more than money—to see legal problems—obscure, confused and insecure—in their social and economic setting. Their contact with these industrial problems will be something like the provision of material on which the physicist and the chemist work. They will be able to deal with these problems in their legal aspect, no longer theoretically, no longer academically, but as living and palpitating human interests, and their research will thus take on a vivid creative reality. The research must be done anyway, it will now be worth while because it will be related to human facts. That is the reward of the legal committee and no money could be more to the legal committee than this.



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| 2 | 144888 | 41 | 676464 676500 | 106 | 447938 447950 | 174 | 529058 629063 | 292 | 692436 692640 |
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| 3 | A3H, 70 | 42 | 973602 973606 | 107 | 226638 | 177 | 493322 493388 | 295 | 775822 775834 |
| 3 | A4H, 1933-1992 | 43 | 15621 15630 | 107 | 182756 182766 | 177 | 673001 673048 | 296 | 653360 653367 |
| 3 | A4H, 2547-2563 | 43 | 588611 588696 | 107 | 776164 776195 | 178 | 505834 505837 | 302 | 290645 290667 |
| 3 | A4H, 2688-2690 | 44 | 970279 970292 | 108 | 85400 85413 | 180 | 48788 48797 | 303 | 528477 528481 |
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| 3 | BH, 101-104 | 45 | 569211 569490 | 108 | 921751 921764 | 181 | 657324 657369 | 305 | 42025 42028 |
| 3 | CJ, 855-886 | 46 | 29363 29365 | 109 | 32411 32411 | 184 | 444611 444616 | 305 | 753111 753137 |
| 3 | CH, 21-22 | 46 | 294561 294640 | 109 | 522461 522487 | 185 | 730043 730098 | 306 | 347950 347997 |
| 3 | EJ, 39-124 | 48 | 180197 180225 | 110 | 138983 138991 | 185 | 197319 197322 | 307 | 248512 248534 |
| 3 | EH, 32-127 | 48 | 831026 831210 | 110 | 832012 832283 | 186 | 779101 779121 | 308 | 87967 87967 |
| 3 | AJ, 16874-17000 | 48 | 519021 519110 | 111 | 753613 753633 | 186 | 957891 957900 | 308 | 249238 249260 |
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| 418 | 847561 | 847674 | 557 | 942857 | 942865 | 669 | 242013 | 242017 | 811 | 64784 | 64788 |
| 421 | 7981 | 8020 | 557 | 197860 | 197906 | 670 | 776707 | 776715 | 813 | 930526 | 930534 |
| 424 | 944662 | 944670 | 558 | 95277 | 95342 | 671 | 237781 | | 817 | 128045 | 128049 |
| 426 | 951447 | 951458 | 558 | 763212 | 763345 | 671 | 494822 | 494865 | 817 | 888025 | 888382 |
| 427 | 256157 | | 559 | 70657 | 706589 | 673 | 663568 | 663581 | 819 | 512129 | 512141 |
| 427 | 843862 | 843915 | 561 | 635878 | 636000 | 675 | 177962 | 178024 | 820 | 144844 | 144847 |
| 428 | 519375 | 519387 | 561 | 903001 | 903027 | 676 | 83361 | 83373 | 824 | 237767 | 237773 |
| 429 | 191965 | 191973 | 562 | 511530 | 511540 | 677 | 20169 | 20170 | 833 | 492702 | 492715 |
| 429 | 490068 | 490102 | 564 | 27022 | | 677 | 873768 | 873797 | 835 | 226038 | 226045 |
| 430 | 499743 | 499765 | 564 | 741070 | 741074 | 678 | 242023 | 242028 | 836 | 229579 | 229585 |
| 431 | 798084 | 798104 | 565 | 225212 | 225228 | 678 | 515734 | 515767 | 838 | 761401 | 761413 |
| 434 | 945511 | 945520 | 569 | 23586 | | 680 | 957114 | 957124 | 838 | 894291 | 894300 |
| 435 | 403771 | 403800 | 569 | 21785 | 21787 | 681 | 21016 | | 840 | 971536 | 971545 |
| 438 | 379569 | 379586 | 569 | 837198 | 837350 | 681 | 521476 | 521489 | 841 | 273152 | 273153 |
| 438 | 728570 | 728616 | 570 | 496604 | 496613 | 683 | 16715 | 16720 | 841 | 516308 | 516316 |
| 440 | 914089 | 914095 | 571 | 950464 | 950464 | 683 | 714940 | 714978 | 842 | 625097 | 625105 |
| 443 | 442443 | 442490 | 573 | 903845 | 903859 | 684 | 500220 | 500227 | 844 | 234228 | 234242 |
| 443 | 893368 | 893375 | 575 | 491101 | 491112 | 685 | 633951 | 633971 | 844 | 265705 | 265706 |
| 444 | 60050 | 60051 | 575 | 887994 | 888000 | 686 | 429171 | 429178 | 846 | 276217 | 276228 |
| 444 | 340799 | 340821 | 574 | 24082 | 24089 | 688 | 890810 | 890820 | 846 | 492395 | 492425 |
| 445 | 241080 | 241110 | 574 | 28307 | 28309 | 691 | 776409 | 776428 | 848 | 660865 | 660882 |
| 445 | 270490 | 270512 | 574 | 823626 | 823720 | 693 | 503148 | 503156 | 851 | 931080 | 931082 |
| 446 | 953066 | 953077 | 577 | 484363 | 484374 | 694 | 673733 | 673775 | 852 | 278605 | 278606 |
| 453 | 53781 | 53788 | 580 | 271085 | 271100 | 695 | 816096 | 816152 | 852 | 504992 | 505025 |
| 453 | 480001 | 480010 | 580 | 774663 | 774670 | 697 | 574169 | 574260 | 854 | 884321 | 884339 |
| 453 | 759662 | 759686 | 581 | 510511 | 510560 | 697 | 605146 | 605213 | 855 | 247491 | 247494 |
| 456 | 513378 | 513418 | 583 | 249468 | 249470 | 698 | 233303 | 233314 | 855 | 522096 | 522110 |
| 457 | 759871 | 759872 | 583 | 499398 | 499429 | 698 | 244984 | 244987 | 856 | 468946 | 468950 |
| 458 | 860255 | 860290 | 584 | 140358 | 140359 | 701 | 960016 | 960043 | 856 | 498486 | 498502 |
| 459 | 234068 | 234077 | 584 | 574771 | 574842 | 702 | 162433 | 162435 | 857 | 511281 | 511294 |
| 459 | 726284 | 726403 | 584 | 647764 | 647832 | 702 | 499992 | 500057 | 858 | 780001 | 780010 |
| 460 | 753921 | 753931 | 585 | 646612 | | 704 | 160138 | 160175 | 858 | 488054 | 488100 |
| 461 | 835558 | 835584 | 585 | 637402 | 637474 | 707 | 970739 | 970800 | 861 | 778213 | 778231 |
| 465 | 796081 | 796156 | 586 | 228561 | 228573 | 708 | 163224 | 163229 | 861 | 170701 | 170707 |
| 466 | 308886 | 308930 | 588 | 384579 | 384616 | 708 | 500774 | 500797 | 862 | 10222 | 10258 |
| 467 | 159046 | | 589 | 243369 | 243382 | 709 | 89311 | 89314 | 862 | 262962 | |
| 467 | 480433 | 480442 | 589 | 870171 | 870307 | 710 | 487583 | 487597 | 863 | 480737 | 480749 |
| 468 | 666468 | 666469 | 590 | 950957 | 950964 | 711 | 5295 | 5296 | 864 | 550290 | 550349 |
| 470 | 250262 | 250268 | 591 | 35153 | 35157 | 711 | 697976 | 698079 | 865 | 713441 | 713535 |
| 471 | 250799 | 250800 | 591 | 751576 | 751598 | 712 | 583629 | 583659 | 869 | 441659 | 441677 |
| 471 | 765001 | 765072 | 595 | 46014 | 46023 | 714 | 657561 | 657570 | 870 | 422568 | 422593 |
| 474 | 669356 | 669415 | 595 | 474330 | 474344 | 716 | 26561 | 26568 | 873 | 750636 | 750653 |
| 475 | 766801 | 766823 | 595 | 853714 | 853871 | 716 | 289998 | 290012 | 876 | 781201 | 781224 |
| 475 | 941686 | 941700 | 597 | 779701 | 779713 | 716 | 603001 | 603180 | 878 | 488442 | 488454 |
| 477 | 947083 | 947094 | 597 | 896086 | 896100 | 717 | 9892 | 9893 | 881 | 250131 | 250169 |
| 479 | 225181 | 225181 | 598 | 490510 | 490517 | 717 | 669900 | 669960 | 885 | 754888 | 754912 |
| 479 | 495846 | 495865 | 599 | 498176 | 498191 | 719 | 553939 | 553977 | 886 | 442913 | 442966 |
| 480 | 248829 | 248842 | 600 | 930701 | 930707 | 722 | 550068 | 550070 | 887 | 280961 | 280965 |
| 481 | 169269 | 169280 | 601 | 148681 | 148723 | 723 | 221494 | 221490 | 887 | 171810 | 171894 |
| 481 | 803929 | 803930 | 601 | 755186 | 755237 | 723 | 834015 | 834271 | 889 | 161170 | 161177 |
| 482 | 498941 | 498957 | 602 | 518485 | 518497 | 724 | 239230 | 239250 | 889 | 468807 | 468808 |
| 483 | 23814 | | 604 | 510739 | 510791 | 724 | 274051 | 274078 | 889 | 496451 | 496500 |
| 483 | 610464 | 610500 | 607 | 229931 | 229957 | 724 | 496805 | 496838 | 889 | 774301 | 774323 |
| 483 | 807001 | 807076 | 610 | 442810 | 442811 | 724 | 667106 | 667199 | 890 | 239369 | 239379 |
| 488 | 31469 | 31489 | 610 | 487471 | 487500 | 726 | 777606 | 777610 | 892 | 959548 | 959552 |
| 488 | 549446 | 549495 | 611 | 908751 | 908755 | 728 | 901175 | 901188 | 896 | 275851 | 275852 |
| 492 | 543491 | 543536 | 611 | 27568 | 27591 | 729 | 622717 | 622723 | 896 | 765901 | 765906 |
| 493 | 896576 | 896582 | 613 | 898501 | 898683 | 730 | 274999 | | 897 | 171901 | 171932 |
| 497 | 51010 | 51011 | 613 | 44161 | 44246 | 730 | 490927 | 490976 | 897 | 478501 | |
| 497 | 204644 | 204665 | 613 | 237357 | 237370 | 731 | 484198 | 484200 | 897 | 781501 | 781532 |
| 499 | 176748 | | 613 | 722999 | 723000 | 731 | 857251 | 857272 | 900 | 889113 | 889121 |
| 499 | 255362 | 255368 | 613 | 890251 | 891000 | 732 | 515484 | 515523 | 901 | 504424 | 504446 |
| 499 | 779405 | 779483 | 614 | 732207 | 732212 | 734 | 891124 | 891284 | 902 | 498884 | 498900 |
| 500 | 808111 | 808225 | 615 | 239934 | 239952 | 735 | 760511 | 760517 | 902 | 782101 | 782108 |
| 501 | 94792 | 94815 | 618 | 858059 | 858110 | 736 | 967368 | 967373 | 903 | 274655 | |
| 501 | 549189 | 549414 | 619 | 482211 | 482216 | 743 | 591241 | 591277 | 903 | 490246 | 490250 |
| 501 | 885054 | 885225 | 621 | 921460 | 921465 | 745 | 501085 | 501094 | 908 | 500499 | 500512 |
| 502 | 53472 | 53473 | 622 | 584764 | 584769 | 749 | 165925 | 165930 | 912 | 6239 | |
| 502 | 885533 | 885549 | 623 | 729130 | 729157 | 749 | 751243 | 751270 | 912 | 594581 | 594615 |
| 504 | 814054 | 814061 | 629 | 256958 | 256987 | 757 | 255479 | | | | |

| L. U. | NUMBERS | L. U. | NUMBERS | L. U. | NUMBERS | L. U. | NUMBERS | L. U. | NUMBERS |
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| 65—817452. | | 214—942540. | | 520—152542, 544, 548, | | 760—879274, 280-281. | | 175—495436-437. | |
| 66—178697, 700, 321609. | | 222—109007. | | 553, 557-558. | | 774—766221. | | 193—738617-618. | |
| 66—652783. | | 249—717666, 687, 720. | | 527—27330, 781809-810. | | 775—160804. | | 217—253003-011 (Copy) | |
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| 036, 039, 471, | | 265—263773. | | 532—705902. | | 794—841063, 154. | | 360—249046-048. | |
| 825957, 963. | | 269—589849-850. | | 554—898225. | | 801—969579. | | 467—159037, 042. | |
| 83—157684, 867934, 944, | | 292—692448-450. | | 558—95340. | | 861—778226. | | 483—23810. | |
| 994-995. | | 308—249257. | | 590—950957. | | 878—488452. | | 520—152542, 544, 548, | |
| 84—709281. | | 309—470171. | | 610—487487. | | 970—233692. | | 553, 557-558. | |
| 96—810431. | | 323—714145, 257, 285. | | 618—237360. | | 997—267704. | | 527—27320. | |
| 104—871328, 331, 341, | | 326—663638. | | 648—420640, 701, 709, | | 1072—859040. | | 529—815275, 277-278. | |
| 354. | | 347—821498. | | 731. | | 1141—534466, 470, 480, | | 532—43840. | |
| 116—477660. | | 367—279756. | | 658—750343-344. | | 822122. | | 554—898225. | |
| 124—479279, 343, 952080. | | 396—373485-500. | | 665—577160, 164-165, | | 1154—4713. | | 698—233264-267. | |
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| 138—299238. | | 418—847613. | | 254. | | | | 788—249602-603, 605. | |
| 139—146916. | | 429—191968. | | 698—233304. | | | | 852—278551, 578. | |
| 156—520339. | | 445—270506-507. | | 707—970786, 792. | | | | 1072—839040. | |
| 163—503700. | | 479—495865. | | 712—583647. | | | | | |
| 164—704927, 978. | | 488—549446, 476. | | 724—667118, 150, 183. | | | | | |
| 205—526017. | | 501—549350. | | 732—515484. | | | | | |

THE WAY OF A UTILITY WITH WORKERS

(Continued from page 514)

cured the installation of charter of Local Union No. 345 on September 10 and another group secured the installation of the charter of Local Union No. 904 at Tallassee on September 28. The company union's new 15-cent plan evidently was not faring so well, so the council, without any action on the part of the members, secured from the management the sponsorship of the health and accident insurance, immediately securing the waiver of October premiums and advising all employees in part as follows: "Inasmuch as the Employees Association has effected this immediate savings for the employees together with another annual saving to be returned at the end of each policy year which will amount (in the majority of cases) to a great deal more than the annual dues in the Association, we feel that all eligible employees should take advantage of this reduction and make their payments for dues in their association on October 15, as there will be no deduction for insurance for that month." In connection with this waiver secured by the company union it may be interesting to note that an officer of the company stated to an employee in the year 1930 in part as follows: "Possibly you do not know that the Alabama Power Company is paying 20 per cent of this premium for you. The company thought so much of this insurance scheme, it was willing to pay one-fifth of the cost." Also that on two years previous to the depression the Provident Life and Accident Insurance Company, with whom the insurance is carried, returned one month's premium to each employee insured without anyone interceding on the employees' behalf. Possibly the fact that the agreement accepted by the company union makes the taking of this insurance compulsory on new employees has something to do with the waiver.

The I. B. E. W. is much stronger, as regards actual dues paying members, among the electrical workers of the Alabama Power Company than it was when the election was lost last year. New members are joining up on the principles of the organization rather than on ideas existing when applications were signed last year. Local 801 in Mont-

gomery is obligating new members. Local 833 in Jasper has opened its charter to accommodate new applicants and Locals 345 in Mobile and 904 in Tallassee are enjoying having new members come in before the closing dates of their charters. With the assistance of International Vice President G. X. Barker and International Representative O. A. Walker we expect to completely organize the electrical workers of the Alabama Power Company and help make the I. B. E. W. not only the best, but one of the strongest labor organizations in America.

HOW BIG IS A BIG NATIONAL DEBT?

(Continued from page 509)

between this fund and the money value of subsequent income produced by the various industries.

Supposedly, a perfect balance between the two would bring about a perfectly stable economic system. As a matter of fact, economic history since the industrial revolution can be expressed as an undulating curve, sometimes rising far above the line of perfect balance to produce a business surplus, sometimes sinking far beneath it to produce a business deficit.

In the long run the two may cancel out. In the short run they make trouble. (From the New York Times)

PUBLIC OWNERSHIP OF RAILS THROUGHOUT WORLD

(Continued from page 512)

wage rates are now slightly higher than they were in 1929, but employment is still 40 per cent less. (Data below include 15 switching and terminal companies in addition to Class I railroads.)

| Year | Average Employment | Average Hourly Wage |
|--------------------|--------------------|---------------------|
| 1929..... | 1,686,000 | 65.0 cents |
| 1933..... | 1,049,000 | 61.0 cents |
| 1934..... | 1,025,000 | 61.4 cents |
| 1935 (7 mos.)..... | 1,004,000 | 66.3 cents |

Government Ownership Throughout the World

The World Almanac for 1935 records 49 countries as owning and operating national railroad systems. In these coun-

tries the publicly owned mileage totals approximately 380,000 miles as against 103,000 miles of private railroads.

All railroads are nationally owned in Belgium, Bulgaria, Ecuador, Estonia, Germany (33,431 miles), Latvia, Lithuania, Poland, Roumania and Russia (52,500 miles), and in the colonies of British East Africa, British Malaya, Ceylon (British), French Algeria and Madagascar (French).

Public and private mileage of railroads in other more important countries are as follows:

| Country | Public | Private |
|----------------------|--------------|--------------|
| Australia | 27,108 miles | 844 miles |
| Brazil | 22,000 miles | not reported |
| Canada | 40,096 miles | 16,640 miles |
| China | 30,000 miles | 10,400 miles |
| Colombia | 22,000 miles | not reported |
| Czechoslovakia | 8,379 miles | 269 miles |
| Egypt | 2,973 miles | 723 miles |
| Finland | 3,246 miles | 158 miles |
| Korea | 2,014 miles | 732 miles |
| Mexico | 13,670 miles | 3,044 miles |
| Norway | 2,246 miles | 237 miles |

Receiverships of Railways

| Year | Number under receivership at end of year | Number placed under receivership during year | Stocks and bonds |
|-----------|--|--|------------------|
| 1929..... | 29 | 3 | \$30,981,000 |
| 1930..... | 30 | 4 | 277,324,000 |
| 1931..... | 45 | 19 | 432,152,000 |
| 1932..... | 55 | 13 | 626,577,000 |
| 1933..... | — | 18 | 1,229,678,000 |

Dividends

Average dividend rate on all dividend paying railroad stock:

| Year | Per cent | Year | Per cent |
|-----------|----------|-----------|----------|
| 1921..... | 9.02 | 1930..... | 7.83 |
| 1927..... | 8.47 | 1931..... | 5.48 |
| 1928..... | 7.12 | 1932..... | 4.57 |
| 1929..... | 7.47 | 1933..... | 5.08 |

Cash dividends declared by railroads:

| | |
|--------------------------------|---------------|
| 1929 | \$552,100,000 |
| 1933 | 170,737,000 |
| 1934 | 192,670,000 |
| 1934 (Jan. 1 to Sept. 1) | 136,704,000 |
| 1935 (Jan. 1 to Sept. 1) | 138,233,000 |



DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled. **\$2.50**

ON EVERY JOB *There's a Laugh & Two*

Abe Glick very thoughtfully reminded us that the time has come for a New Year's Greeting, so here's our wish to you—

Never Quit Trying

When the old year leaves the harbor,
With its cargo of yesterdays,
Send with it your freight of sadness and pain,
Your defeated hopes, your fears and
dismays.

Let her go, loaded down with hunger and
grief,
To that far misty ocean we call the Past.
Then, let's greet the new year with resolute
hearts—
We can make, if we will, better times at
last.

* * *

And here's the way Abe feels about it:

Here's To 1936

And another year has rapidly flown
To join its mates at Time's enormous store;
Prompted by past events, tardy people 've
grown
To heed duty's call as never before.

While traversin' through the universe's space,
Let the new year blaze a more brilliant
trail;
May folks all keep with the new era's pace
And closer co-operation shall prevail!
Let unity and duty freely mix
In the approachin' year of '36!

A bit o' luck,
ABE GLICK,
L. U. No. 3, New York City.

* * *

*Here's a good story that appeared as a
news item in Variety, the newspaper of the
show business, so we guess it must be true:*

Show-Minded

Universal Artist Bureau last week was
solicited to book midgets. Manny Sacks, bu-
reau director, replied he didn't have any
midgets on call, but might be able to get
some.

"What kind of a show are you running?"
he asked.

"I don't want them for a show," inquirer
came back. "This is a window cleaning com-
pany, and I want them for a cleaning job on
an air conditioning system. Some of the air
ducts are too small for our regular men to
get into."

* * *

A Wish For the Fishermen

I've seen many people bag a fish,
Using a line, but ne'er a sinker;
It could not be fried, nor put on a dish,
But held in mind just like a clinker.
This fish they'll hold, but never give,
If they had plenty, though others are
wanting;
They'll hold it tightly while they live,
Their haul to others flaunting.
Such fish I hope will ne'er be caught
By our Brothers—they wouldn't relish—
For Isaac Walton has never taught
To angle for the one called Selfish.

WILLIAM T. WURM,
L. U. No. 3.

Surprised But Pleased

I am very much elated
And somewhat in a daze,
To note a Brother stated
Some flowery words of praise.

I've often heard the knocker,
I've often heard a boast;
But, Sleepy Steve, you shocker,
To you I owe a toast.

Toast

Here's to you, Brother Sleepy Steve,
Who can tell a yarn so proficiently.
Here's to our friendship, may it never end;
Say, "Old Socks," have you a finifer to lend?
Here's to our Editor; he has a big heart;
G. M. B., who gave us our start.
Here's to our Brothers, who are quite the
rage;

Read your JOURNAL, they're on the final page!
Here's to the JOURNAL, with missives of cheer,
May it continue in the coming new year!

WILLIAM F. HANSON,
L. U. No. 103.

* * *

Also Surprised But Pleased

Murphy and the gang had received in-
formation, but not an invitation, that a Jew-
ish friend was getting married. So, up to the
house went Murphy and gang to pay their
congratulations. The same was complied
with, followed by a peaceful egress from the
premises. As the gang passed out the front
door the bride's father nervously shook hands
with each and every one, including Murphy,
the last one to make his departure—and said,
"Oiy, Mr. Moiphy, I'm so gled, I'm so happy
there vas no fight."

WILLIAM E. HANSON,
L. U. No. 103, Boston, Mass.

* * *

In Appreciation

The mailman comes! The mailman comes!
How gladly do we call,
And he brings again the JOURNAL
To give pleasure to us all.

There's always something in it
Of interest and of joy;
For the very oldest Brother
And the youngest boy.

How happy we turn its pages,
How eagerly we seek
For lines from labor's sages
That always to us speak.

We find a remedy to please
With its magic ink;
If we have troubles and disease
It makes us stop and think.

It's a recorder of the years
And of battles we went through;
On all the jobs, in smiles and tears,
Our JOURNAL has been good and true.

JOHN F. MASTERTSON,
International Office.

* * *

Did you every wonder who keeps the clocks
a-ticking
On the banks that no longer are clicking?

JOHN MORRALL,
L. U. No. 134.

Ballade of Light Verse

Let others tell of grief and pain,
In verses dignified and slow,
I'll write my songs with gay refrain,
This old world's sad enough, I trow.
My life's no bed of roses, no!
But in my inartistic way,
When I my penny whistle blow,
I'll try to pipe a merry lay.

Some trifle in a lighter vein
In ballade form or else rondeau,
Or whimsy in a minor strain
Are all that my best efforts show.
No stately verses from me flow,
No Milton I, alack-a-day!
But on my 10-cent-store oboe,
I'll try to pipe a merry lay.

And so from laments I'll abstain,
From me you'll hear no tale of woe.
I'll try a fleeting smile to gain,
All solemn verse will I forego.
No truer saying do I know:
"Laugh and the world laughs," so they say,
"Weep and you weep alone," and so
I'll try to pipe a merry lay.

Envoy

Come on, let's spray our tonsils, Bo,
Good beer drives all dull care away;
And on my penny piccolo
I'll try to pipe a merry lay.

SLEEPY STEVE,
L. U. No. 9.

* * *

A Course In Manners

An Irishman working here in Pittsburgh
for the Pennsy Railroad came into the super-
intendent's office, on past his secretary, and
through to his private office, without remov-
ing his hat, and said to the super,

"My name's Pat Murphy. I work here in
the yards, and I want a pass to St. Louis."

The super looked him over and said, "Well,
Mr. Murphy, you go back to your job and
come back here at 2 p. m., state your business
to my secretary, also your name, and when
you come into my office please remove your
hat and act the part of a gentleman."

Murphy departed, and came back at the
stated time. Being shown into the super's
private office, he removed his hat and stated
his name. The super looked him over again
and said,

"Well, Mr. Murphy, what can I do for
you?"

Pat replied very sweetly, "You can go to
h——. I got a job and a pass on the
Wabash."

CHARLES (HAM) HAMILTON,
L. U. No. 5.

* * *

Bill had never eaten corn on the cob, and
ordered it one day in the restaurant because
the other members in his group did. When
he completed one ear he was asked by the
waiter whether there was any thing else he
wanted. "Yes," he replied, "take this stick
(the ear of corn) into the kitchen and put
some more beans on it."

JOHN MORRALL,
L. U. No. 134.



Protect them - -

"These are my jewels," said Cornelia, presenting her two sons, the Grachii. Through the ages her proud boast has been the symbol of parental love. Today one of the duties of that love is to protect children from their arch foe, tuberculosis — the greatest cause of death between the ages of fifteen and forty-five. Christmas Seals help you protect your "jewels" from this disease.



BUY CHRISTMAS SEALS

*The National, State and Local
Tuberculosis Associations of the United States*

